DOCUMENT RESUME

ED 078 206 VT 020 405

TITLE	Success Prediction: A DDC Bibliography. December 1949--December 1971.
INSTITUTION	Defense Documentation Center, Alexandria, Va.
REPORT NO	AD-751-850; DDC-TAS-72-24
PUB DATE	Nov 72
NOTE	185p.
AVAILABLE FROM	National Technical Information Service, Springfield, VA 22151 (AD 751 850, MF $1.45, See catalog for hardcopy price)
EDRS PRICE	MF-$0.65 HC-$6.58
DESCRIPTORS	Abstracts; *Bibliographies; Biographical Inventories; Group Dynamics; Individual Development; Leadership; Military Training; *Performance Tests; *Predictive Ability (Testing); Predictive Validity; Psychometrics; Sociometric Techniques; *Success Factors; *Test Validity

ABSTRACT

This document contains bibliographic information, descriptive terms, and abstracts for 145 technical reports on the general subject of success prediction. The bibliography includes reports on development of individuals during military training, peer evaluation, biographical inventory, and the validity of tests which may be used as predictors of success. Indexes by corporate author and by subject are provided. (MF)

FILMED FROM BEST AVAILABLE COPY

UNCLASSIFIED AD- 751 850

ED 078206

SUCCESS PREDICTION

A DDC BIBLIOGRAPHY

DDC-TAS-72-24

NOVEMBER 1972

Approved for public release;
distribution unlimited.

UNCLASSIFIED

VT020405

DEFENSE DOCUMENTATION CENTER
DEFENSE SUPPLY AGENCY

UNCLASSIFIED

Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author)

DEFENSE DOCUMENTATION CENTER
Cameron Station
Alexandria, Virginia 22314

2a. REPORT SECURITY CLASSIFICATION

UNCLASSIFIED

2b. GROUP

3. REPORT TITLE

SUCCESS PREDICTION

4. DESCRIPTIVE NOTES (Type of report and inclusive dates)

Bibliography (December 1949 - December 1971)

5. AUTHOR(S) (First name, middle initial, last name)

6. REPORT DATE

November 1972

7a. TOTAL NO. OF PAGES

186

7b. NO. OF REFS

145

8a. CONTRACT OR GRANT NO.

b. PROJECT NO.

c.

d.

9a. ORIGINATOR'S REPORT NUMBER(S)

DDC-TAS-72-24

9b. OTHER REPORT NO(S) (Any other numbers that may be assigned this report)

AD-751 850

10. DISTRIBUTION STATEMENT

Approved for Public Release; Distribution Unlimited.

11. SUPPLEMENTARY NOTES

12. SPONSORING MILITARY ACTIVITY

13. ABSTRACT

This bibliography contains 145 references to reports on the development of individuals during training; peer evaluations; biographical inventory scores; and the validity of tests which can be used as predictors of success.

Corporate Author-Monitoring Agency and Subject Indexes are included.

DD FORM 1 NOV 65 1473

UNCLASSIFIED

Security Classification

14 KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
*Performance(Human) *Bibliographies Attitudes Correlation Techniques Group Dynamics Leadership Motivation Predictions Psychometrics Sociometrics Military Training Selection Performance Tests Military Personnel Success						

ED 078206

UNCLASSIFIED

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

AD- 751 850

SUCCESS PREDICTION

A DDC BIBLIOGRAPHY

December 1949 - December 1971

DDC-TAS-72-24

NOVEMBER 1972

Approved for public release;
distribution unlimited.

DEFENSE DOCUMENTATION CENTER
DEFENSE SUPPLY AGENCY
CAMERON STATION
ALEXANDRIA, VIRGINIA 22314

UNCLASSIFIED

FOREWORD

This bibliography contains 145 references to reports dating from December 1949 to December 1971, accessioned between January 1953 and January 1972. It includes reports on development of individuals during training, peer evaluation, biographical inventory, and the validity of tests which can be used as predictors of success.

Corporate Author-Monitoring Agency and Subject Indexes are included.

BY ORDER OF THE DIRECTOR, DEFENSE SUPPLY AGENCY

OFFICIAL

Robert B. Stegmaier Jr.

ROBERT B. STEGMAIER, JR.
Administrator
Defense Documentation Center

CONTENTS

Page

FOREWORD iii

AD BIBLIOGRAPHIC REFERENCES 1

INDEXES

CORPORATE AUTHOR-MONITORING AGENCY O-1

SUBJECT D-1

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD- 35 224
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

LEADERSHIP, FOLLOWERSHIP AND FRIENDSHIP (U)

JAN 54 7P HOLL NDER,EDWIN P.;WEBB,WILSE B.;
PROJ: NM 001 058 16 03

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, BEHAVIOR, GROUP DYNAMICS,
NAVAL PERSONNEL, OFFICER PERSONNEL, PERSONALITY,
SELECTION, SOCIOMETRICS (M)

AD-143 119
AMERICAN INST FOR RESEARCH WASHINGTON D C

AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF
THREE PATTERNS OF LEADERSHIP BEHAVIOR (U)

IV   SPECTOR,PAUL;SUTTELL,BARBARA J.;
REPT. NO. 196 57 FR 164
CONTRACT: NONR89003

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, BEHAVIOR, EFFECTIVENESS, GROUP DYNAMICS, NAVAL PERSONNEL, REASONING, TRAINING (M)

DDC REPORT BIBLIOGRAPHY   SEARCH CONTROL NO. /ZHK20

AD-240 895
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN ARMY INFANTRY PLATOONS; STUDY II   (U)

DESCRIPTIVE NOTE: RESEARCH REPT.
JUL 60   38P   LANGE,CARL J.;JACOBS,T.O.;
REPT. NO. HUMRRO-RR-5
CONTRACT: DA49 106QM1
PROJ: 095-50-000

UNCLASSIFIED REPORT

DESCRIPTORS: *LEADERSHIP, *MILITARY PERSONNEL, *OFFICER
PERSONNEL, *PSYCHOMETRICS, BEHAVIOR, EFFECTIVENESS,
GROUP DYNAMICS, MILITARY TRAINING, STATISTICAL ANALYSIS,
TEST METHODS   (U)

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-255 015
AMERICAN INST FOR RESEARCH WASHINGTON D C

SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE (U)

MAR 61 1V
CONTRACT: NONR283800

UNCLASSIFIED REPORT

DESCRIPTORS: *BEHAVIOR, *BIBLIOGRAPHIES, *LEADERSHIP, *MILITARY TRAINING, *TRAINING, TEST METHODS, TESTS (U)

AD-263 980
AERONAUTICAL SYSTEMS DIV WRIGHT-PATTERSON AFB OHIO

PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR
AT THE AIR FORCE ACADEMY, CLASS OF 1963 (U)

1V MILLER,ROBERT E.;
MONITOR: ASD TN61 45

UNCLASSIFIED REPORT

DESCRIPTORS: *ACHIEVEMENT TESTS, *LEADERSHIP, ANALYSIS, APTITUDE TESTS, AVIATION PERSONNEL, EDUCATION, EFFECTIVENESS, GROUP DYNAMICS, MATHEMATICAL PREDICTION, PERSONALITY TESTS, PILOTS, PSYCHOMETRICS, RELIABILITY, SELECTION (U)
IDENTIFIERS: AIR FORCE ACADEMY (U)

AD-265 467
ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON D C

DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS (U)

IV ROSENBERG,NATHAN;SKORDAHL,DONALD M.; ANDERSON,ALAN A.;

UNCLASSIFIED REPORT

DESCRIPTORS: *APTITUDE TESTS, *LEADERSHIP, *PERSONNEL, *PILOTS, *SELECTION, *TRAINING, BEHAVIOR, DESIGN, EFFECTIVENESS, HELICOPTERS, IDENTIFICATION, PERSONALITY (U)

AS PART OF A LONG-RANGE RESEARCH EFFORT TO IMPROVE SELECTION OF HELICOPTER PILOT TRAINEES AND TO REDUCE RATE OF ATTRITION DURING TRAINING, FOUR PERSONALITY INSTRUMENTS WERE DEVELOPED, DESIGNED PRIMARILY TO PNEDICT LEADERSHIP PERFORMANCE IN OPERATIONAL UNITS. DATA WERE OBTAINED ON 242 HELICOPTER PILOT TRAINEES CONSTITUTING SIX ENTERING CLASSES OF THE ARMY PRIMARY HELICOPTER SCHOOL. THE EFFECTIVENESS OF 57 CONSTRUCT KEYS AND OF ONE OVERALL JUDGMENT KEY AS PREDICTORS OF HELICOPTER PILOT TRAINING SUCCESS WAS ESTIMATED AND THE VALIDITY OF THE NUMEROUS CONSTRUCT KEYS WAS ASSESSED AGAINST VARIOUS ASPECTS OF PILOT TRAINING. OF THESE ASPECTS, SUCCESSFUL COMPLETION OF PREFLIGHT TRAINING AND LEADERSHIP RANKING BY PEERS WERE CONSIDERED MOST PREDICTABLE BY THE PERSONALITY MEASURES. (AUTHOR) (U)

AD-286 491
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

ANALYSIS OF ADJUSTMENT DIMENSIONS IN SMALL CONFINED GROUPS (U)

MAR 62   1V   NELSON,PAUL D.;GUNDERSON,E.K. ERIC;
REPT. NO. 62 3

UNCLASSIFIED REPORT

DESCRIPTORS: *GROUP DYNAMICS, *MILITARY PSYCHOLOGY, *NAVAL PERSONNEL, ADJUSTMENT (PSYCHOLOGY), POLAR REGIONS, PSYCHOMETRICS, SOCIOMETRICS (U)
IDENTIFIERS: DEEP FREEZE OPERATION, SMALL GROUPS, ANTARCTIC REGIONS, CONFINED ENVIRONMENTS, COMPATIBILITY, PERFORMANCE(HUMAN) (U)

PERSONAL ADJUSTMENT TO AN ANTARCTIC ENVIRONMENT IS STUDIED. RESULTS SUGGEST AN IMPORTANT NOTION ABOUT ADJUSTMENT IN SMALL CONFINED LIVING GROUPS SUCH AS THOSE IN THE ANTARCTIC. COMPATIBILITY IS AT LEAST AS IMPORTANT AS JOB PERFORMANCE IN THE EYES OF BOTH LEADERS AND PEERS. THIS FINDING SUGGESTS THAT DOING ONE'S JOB WELL MAY BE A NECESSARY BUT NOT SUFFICIENT QUALITY FOR GOOD OVERALL ADJUSTMENT IN THIS ENVIRONMENT. WHILE THERE MAY BE DIFFERENCES DEPENDING UPON THE OCCUPATION TO WHICH ONE REFERS, IT MIGHT BE THAT THERE IS GREATER TOLERANCE OF LESS ADEQUATE JOB PERFORMANCE FOR PERSONS WHO ARE PERSONALLY WELL-RECEIVED BY OTHER GROUP MEMBERS THAN FOR PERSONS NOT SO WELL-RECEIVED. SINCE RATINGS OF JOB PERFORMANCE AND SOCIAL ADJUSTMENT ARE POSITIVELY CORRELATED IN THE RESULTS, IT IS SPECULATED THAT WILLINGNESS TO WORK IS MORE CRITICAL THAN SHEER PROFICIENCY OF WORK. IN ANY CASE, THE FACT THAT COMPATIBILITY IS SO IMPORTANT POSES A CHALLENGE FOR THOSE WHO ARE CHARGED WITH THE RESPONSIBILITY OF SELECTING AND GROUPING PERSONNEL FOR SMALL ANTARCTIC STATIONS. CONSIDERATION OF INDIVIDUAL PERSONALITIES AND GROUP COMPOSITION BECOMES AN APPARENT NEED IN THE SELECTION AND ASSIGNMENT PROCESS. (AUTHOR) (U)

AD-289 877
ARMY GENERAL EQUIPMENT TEST ACTIVITY FORT LEE VA

PREDICTION OF TECHNICAL SCHOOL SUCCESS FROM
HOMOGENEOUS BIOGRAPHICAL INVENTORY SCORES (U)

NOV 62   1V   BROKAW,LELAND D.;
REPT. NO. TCB 61 135 EV

UNCLASSIFIED REPORT

DESCRIPTORS: *APTITUDE TESTS, *AVIATION PERSONNEL, CORRELATION TECHNIQUES, LEADERSHIP, LEARNING, MATHEMATICAL PREDICTION, SELECTION, TRAINING (U)

A PERSONAL QUESTIONNAIRE, THE BIOGRAPHICAL INVENTORY, WAS PART OF THE AIRMAN CLASSIFICATION BATTERIES UP TO 1959, WITH SEPARATE GROUPS OF ITEMS KEYED FOR DIFFERENT JOB AREAS. THIS PAPER REPORTS HOW THE ITEMS OF THE MOST RECENT CLASSIFICATION BATTERY WERE ASSORTED INTO 15 CLUSTERS ON THE BASIS OF HIGH CORRELATIONS AMONG ITEMS OF EACH CLUSTER. THE SCORES FOR EACH GROUP (HOMOGENEOUS KEYS) WERE CORRELATED WITH SUCCESS IN TRAINING FOR GRADUATES OF 8 AIR FORCE TRAINING SCHOOLS. THE KEYS FOR ECONOMIC LEVEL AND EDUCATIONAL SUCCESS WERE THE MOST GENERALLY VALID. BY MULTIPLE REGRESSION TECHNIQUES, IT WAS FOUND THAT PREDICTION OF TRAINING SCHOOL GRADES WAS ALMOST AS GOOD FROM A REGRESSION EQUATION BASED ON GRADUATES FROM ALL 8 SCHOOLS AS FROM SEPARATE EQUATIONS FOR SCHOOLS IN EACH JOB AREA. COMPOSITE SCORES COMBINING THE INVENTORY SCORES AND THE APTITUDE INDEX WERE SIGNIFICANTLY MORE VALID THAN THE APTITUDE INDEXES ALONE (AVERAGE .43 VS .46); BUT A SIMPLIFIED COMBINATION OF THE 3 OR 4 MOST VALID INVENTORY KEYS WITH THE APTITUDE INDEX PROVED EQUALLY VALID. UNDER CONDITIONS EXISTING AT THE TIME THESE DATA WERE COLLECTED, A SHORT BIOGRAPHICAL INVENTORY CONSISTING OF 4 OR 5 OF THE HOMOGENEOUS SCALES WOULD ADD SIGNIFICANTLY TO THE VALIDITY OF APTITUDE INDEXES DERIVED FROM THE LAST AIRMAN CLASSIFICATION BATTERY. (AUTHOR) (U)

AD-295 049
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

FEASIBILITY OF IDENTIFYING PREDICTORS OF SUCCESS IN OFFICER JOBS FROM PERSONNEL RECORDS AND THE WORD PICTURE SECTION OF EFFECTIVENESS REPORTS (U)

AUG 62 1V LICHTENSTEIN,STANLEY;HAHN,CLIFFORD
P.;
CONTRACT: AF41 657 352

UNCLASSIFIED REPORT

DESCRIPTORS: *JOB ANALYSIS, *OFFICER PERSONNEL, EFFECTIVENESS, ENGINEERING PERSONNEL, FEASIBILITY STUDIES, MATHEMATICAL PREDICTION, MILITARY REQUIREMENTS, PERSONNEL, SCIENTIFIC PERSONNEL, STATISTICAL ANALYSIS(U)

TO INCREASE THE AMOUNT OF INFORMATION THAT CAN BE USED IN DETERMINING DESIRABLE JOB REQUIREMENTS AND IN EVALUATING OFFICER PERFORMANCE, TWO SOURCES WERE EXAMINED FOR PERTINENT AND SCALABLE VARIABLES. FROM PERSONNEL RECORDS OF OFFICERS IN THE COMMUNICATIONS SPECIALTY AND THE RESEARCH + DEVELOPMENT CAREER AREA, 76 VARIABLES WERE IDENTIFIED AND SCALED. BY DEVELOPING A METHOD FOR CONTENT ANALYSIS, INFORMATION FROM THE WORD PICTURE SECTION OF THE OFFICER EFFECTIVENESS REPORTS FOR THE SAME OFFICERS WAS QUANTIFIED ON 89 SCALES. INDIVIDUAL DATA RECORDS, SCORE DISTRIBUTIONS, AND INTERCORRELATIONS OF 165 VARIABLES FOR THE TWO SAMPLES ARE AVAILABLE FOR USE IN DEVELOPING QUALIFICATIONS AND CRITERIA FOR JOBS IN THESE AREAS. (AUTHOR) (U)

AD-409 096
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR OFFICERS, (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
JUN 63 51P JACOBS,T.O.;
REPT. NO. HUMRRO-TR-84
CONTRACT: DA44 188ARO2
PROJ: 2J024701A712

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, TRAINING), (*GROUP DYNAMICS, LEADERSHIP), REACTION(PSYCHOLOGY), OFFICER PERSONNEL, MILITARY PSYCHOLOGY, BEHAVIOR, MILITARY TRAINING, EFFECTIVENESS, TEACHING METHODS, DESIGN (U)
IDENTIFIERS: 1963. (U)

A LEADERSHIP COURSE FOR JUNIOR OFFICERS WAS DEVELOPED, BASED ON RESEARCH FINDINGS THAT IDENTIFIED EFFECTIVE AND INEFFECTIVE LEADER ACTIONS AND ON LEADERSHIP TRAINING METHODS OF DEMONSTRATED EFFECTIVENESS. THE COURSE EMPHASIZED STUDY OF THE LEADER'S INTERACTIONS WITH HIS MEN IN THE ACCOMPLISHMENT OF ASSIGNED TASKS, AND THE EFFECT OF HIS ACBOTH ON THE MOTIVATION AND MORALE OF HIS MEN AND ON THE UNIT'S ABILITY TO PERFORM ASSIGNED TASKS. STUDENT REACTIONS TO THE COURSE IMMEDIATELY FTER ITS COMPLETION OERE GOOD. FOLLOW-UP DATA FROM THE FINAL EVALUATION GROUP INDICATE THAT THESE FAVORABLE REACTIONS DO NOT DIMINISH SIGNIFICANTLY OVER A PERIOD OF FOUR MONTHS. (U)

AD-410 775
MILITARY ACADEMY WEST POINT N Y

A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES, (U)

APR 63 4P GOTTHELL,EDWARD ;
MONITOR: MA TR9

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PERSONNEL, TRAINING), (*PERSONALITY), (*SOCIOMETRICS, MILITARY PERSONNEL), (*PERCEPTION, ATTITUDES), (*MILITARY TRAINING, PSYCHOMETRICS), EFFECTIVENESS, MILITARY PSYCHOLOGY, SOCIAL COMMUNICATION, LEADERSHIP (U) PREDICTIONS (U)
IDENTIFIERS: ASO(ASSUMED SIMULARITY BETWEEN OPPOSITES), PSYCHOLOGICAL DISTANCE (U)

IN A STUDY OF THE EFFECTIVENESS OF SQUADS OF CADETS UNDERGOING FIELD MILITARY TRAINING, ONE OF THE PREDICTOR MEASURES USED WAS THE ASSUMED SIMILARITY BETWEEN OPPOSITES (ASO) SCORE. IN STUDIES ELSEWHERE THIS SCORE HAS BEEN FOUND TO BE CONSISTENTLY ASSOCIATED WITH GROUP EFFECTIVENESS IN MANY DIFFERENT SITUATIONS, BUT THERE HAS BEEN QUESTION ABOUT THE ATTRIBUTES OF PERSONALITY WHICH IT TAPPED. IN THIS STUDY A NUMBER OF OTHER VARIABLES WERE CONSIDERED WHICH APPEARED TO BE CONCEPTUALLY RELATED TO ASO, SO THEIR INTERRELATIONSHIPS WERE EXPECTED TO SHED SOME LIGHT ON THE MEANING OF ASO. HOWEVER, ASO WAS NOT FOUND TO BE CONSISTENTLY RELATED WITH OTHER PERSONALITY ATTRIBUTES, WITH THE RESULT THAT THE INTERPRETATION OF THE ASO AS PSYCHOLOGICAL DISTANCE SEEMS QUESTIONABLE. (AUTHOR) (U)

AD-432 090
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

STATUS REPORT ON RESEARCH FOR THE U.S. MILITARY
ACADEMY (CADET LEADERS TASK), (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
OCT 63 27P HAGGERTY,HELEN R. ;
REPT. NO. APRO-TRR-1133
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PERSONNEL, MEASUREMENT), (*LEADERSHIP, JOB ANALYSIS), TRAINING, SELECTION, CLASSIFICATION, ACHIEVEMENT TESTS, ANALYSIS, PSYCHOLOGY (U)
IDENTIFIERS: CADETS, CADET LEADERS TASK, 1963, SERVICE RATING (ASR), MILITARY ACADEMY, WEST POINT (U)

IN THE CONTINUATION OF PSYCHOLOGICAL RESEARCH FOR THE UNITED STATES MILITARY ACADEMY, INITIATED DURING WW II, EFFORT HAS BEEN LARGELY CONCERNED WITH IMPROVING SELECTION PROCEDURES AND WITH EVALUATING ACHIEVEMENT IN VARIOUS ASPECTS OF THE PRIMARY OFFICER TRAINING PROGRAMS. THE PRESENT REPORT DEALS WITH RESEARCH UNDERTAKEN IN A SERIES OF PROJECTS COVERING THE PERIOD 1 JANUARY 1957 THROUGH 31 DECEMBER 1962. THE TWO MAJOR PROBLEMS WITH WHICH THE CURRENT RESEARCH HAS BEEN CONCERNED ARE PREDICTION OF SUCCESS OF WP GRADUATES IN OFFICER ASSIGNMENTS OF VARIOUS TYPES AND AT VARIOUS LEVELS, AND IDENTIFICATION OF THOSE APPLICANTS WHO SHOW LEADERSHIP POTENTIAL AND WHO ALSO ARE MOTIVATED TO COMPLETE USMA TRAINING AND SUBSEQUENT REGULAR ARMY OFFICER CAREERS. A NUMBER OF INSTRUMENTS WERE DEVELOPED AND ADMINISTERED WITH THE OBJECTIVE OF SUPPLEMENTING CURRENT SELECTION MEASURES TO PROVIDE MORE ADEQUATE ASSESSMENT OF MOTIVATION AND LEADERSHIP POTENTIAL. EARLIER FINDINGS WERE REINFORCED IN THAT THE APTITUDE FOR THE SERVICE RATING (ASR) CONTINUES TO MAINTAIN ITS PREDICTIVE SUPERIORITY OVER OTHER WP MEASURES WITH REFERENCE TO LATER PERFORMANCE ON BOTH FIELD GRADE AND COMPANY GRADE OFFICERS. CONTINUING VALIDITY STUDIES AND EXTENDED FOLLOW-UP RESEARCH HOLD PROMISE FOR PROVISION OF GUIDANCE TO THE USMA IN EVALUATING TRAINING GIVEN TO CADETS. (AUTHOR) (U)

AD-467 961
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

RECRUIT TRAINING AND REENLISTMENT: AN OVERVIEW.   (U)

DESCRIPTIVE NOTE: INTERIM REPT.,
MAR 65   20P   BLUMENFELD,WARREN S. ;
REPT. NO. 65-1

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL TRAINING, RECRUITING), (*NAVAL PERSONNEL, NAVAL TRAINING), BEHAVIOR, MANAGEMENT PLANNING, ATTITUDES, MEASUREMENT, ADJUSTMENT(PSYCHOLOGY), FOOD, FOOD DISPENSING, SUPERVISION, GROUP DYNAMICS, MOTIVATION, CLOTHING, CLASSIFICATION, TESTS, SOCIAL PSYCHOLOGY, MARINE CORPS, ARMY PERSONNEL, AIR FORCE PERSONNEL   (U)

SINCE RECRUIT TRAINING EXPERIENCES MAY BE RELATED TO REENLISTMENT FOUR YEARS LATER, EXTENDED VISITS WERE MADE TO THE RECRUIT TRAINING COMMANDS AT SAN DIEGO AND GREAT LAKES IN ORDER TO BECOME FAMILIAR WITH NAVY RECRUIT TRAINING AND TO OBTAIN INFORMATION REGARDING RECRUIT VALUES, BELIEFS, AND EXPECTATIONS. BASIC TRAINING CENTERS OF THE ARMY, AIR FORCE, AND MARINE CORPS WERE ALSO VISITED TO OBTAIN A FRAME OF REFERENCE WITH WHICH TO EVALUATE THE OBSERVATIONS, INFORMATION, AND COMMENTS OBTAINED AT THE NAVAL RTCS. BASED UPON DIRECT OBSERVATION AND COMMENTS OF THE RTC STAFFS AND RECRUITS, AND BUILDING UPON THE RATIONALE THAT (1) RECRUIT TRAINING IS A JOB SAMPLE AND (2) PAST BEHAVIOR IS PREDICTIVE OF FUTURE BEHAVIOR, AREAS APPEARING TO BE THE MOST PROMISING IN TERMS OF CONCENTRATION OF RESEARCH ATTENTION WERE SUGGESTED. THE FOLLOWING HYPOTHESIS IS PROPOSED AS A BASIS FOR RESEARCH: AS THE DISCREPANCY BETWEEN THE VALUES OF THE INDIVIDUAL AND OF THE NAVY INCREASES, THE PROBABILITY OF HIS REENLISTMENT DECREASES. THE APPLICABILITY OF THIS HYPOTHESIS TO THE AREAS OF RESEARCH CITED IS INDICATED. THE PROBLEM OF CRITERIA IS DISCUSSED, AND MEANS FOR IMPLEMENTING A PROGRAM OF RESEARCH ARE OUTLINED. THE LONGRANGE POTENTIAL OF THE RESEARCH PROGRAM IS INDICATED. (AUTHOR)   (U)

AD-468 236
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS IN DISCRIMINATING BETWEEN NAVAL AVIATION CADETS OF 'HIGH' AND 'LOW' MOTIVATION. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
AUG 52 21P BAIR,JOHN T. ;HOLLANDER, EDWIN P. ;
MONITOR: NAVMED NM001-058.05.04,

UNCLASSIFIED REPORT

DESCRIPTORS: (*BEHAVIOR, AVIATION PERSONNEL), (*MOTIVATION, GROUP DYNAMICS), PILOTS, NAVAL TRAINING, MEASUREMENT, ATTITUDES, PROJECTIVE TECHNIQUES, PERSONALITY, EMOTIONS, SELECTION, STATISTICAL ANALYSIS (U)
IDENTIFIERS: AVIATION CADETS (U)

THIS INVESTIGATION REPORTS THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS THAT DIFFERENTIATED BETWEEN CADETS OF 'HIGH' AND 'LOW' MOTIVATION. THE 'HIGH' MOTIVATION GROUP CONSISTED OF 65 CADETS WHO SUCCESSFULLY COMPLETED BASIC FLIGHT TRAINING, AND THE 'LOW' GROUP INCLUDED 72 CADETS WHO LEFT THE PROGRAM VOLUNTARILY. BOTH GROUPS WERE REQUIRED TO COMPLETE AN OPEN-ENDED QUESTIONNAIRE WHICH INSTRUCTED THAT THEY EVALUATE ANONYMOUSLY THE CHARACTERISTICS OF THEIR 'BEST' AND 'WORST' FELLOW CADETS. SPECIFIC CONTENT CATEGORIES WERE DETERMINED AND CHECKED FOR RELIABILITY BY INDEPENDENT OBSERVERS. THE RESULTS REVEALED THAT THE 'HIGH' MOTIVATION GROUP APPRAISED PERSONAL AND SOCIAL FACTORS OF THEIR FELLOW CADETS WITH SIGNIFICANTLY GREATER FREQUENCY. IN CONTRAST, THE 'LOW' MOTIVATION GROUP DESCRIBED ACADEMIC VALUES MORE FREQUENTLY. IMPLICATIONS FOR A COUNSELING PROGRAM ARE INCLUDED. (AUTHOR) (U)

AD-468 261
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
FEB 57 3P BREHMAN,GEORGE E. ,JR.;
MONITOR: NAVMED NM14-02-11.1-21,

UNCLASSIFIED REPORT

DESCRIPTORS: (*AVIATION PERSONNEL, LEADERSHIP), (*LEADERSHIP, PSYCHOMETRICS), SELECTION, APTITUDE TESTS, PERFORMANCE(HUMAN), NAVAL TRAINING, TEST METHODS, STATISTICAL DATA, CORRELATION TECHNIQUES, ATTENUATION (U)

THE INTERACTION POTENTIAL INVENTORY WAS ADMINISTERED TO 257 NAVAL AVIATION CADETS UPON THEIR ENTERING PRE-FLIGHT TRAINING IN THE SUMMER OF 1954. THE RELATIONSHIP BETWEEN THE CRITERIA OF PART-TIME WORK OR COLLEGE LEDERSHIP AND THE SCALES OF THE INTERACTION POTENTIAL INVENTORY CONFIRM PREVIOUS FINDINGS AND MAY BE REGARDED AS A CROSS VALIDATION OF THOSE FINDINGS. PEER RATINGS OF LEDERSHIP POTENTIAL ARE NOT DETERMINED BY THOSE ASPECTS OF PERSONALITY TAPPED BY THE IPI. THE NON-SIGNIFICANT CORRELATIONS BETWEEN THE SCALES OF THE IPI AND THE CRITERION OF HIGH SCHOOL LEADERSHIP, CONTRARY TO PREVIOUS FINDINGS, MAY BE DUE TO THE ATTENUATING EFFECTS OF RESTRICTION OF RANGE. THE PRESENCE OF A RELATIONSHIP BETWEEN COLLEGE SUBJECT FAILURE AND THE IPI AND THE LACK OF A SIMILAR RELATIONSHIP BETWEEN THE IPI AND HIGH SCHOOL STANDING MAY INDICATE THAT THE IPI IS RELATED TO A FACTOR, OR FACTORS, UNIQUELY DETERMINING COLLEGE SUCCESS, SINCE HIGH SCHOOL CLASS STANDING IS KNOWN TO BE A USEFUL PREDICTOR OF COLLEGE SUCCESS. THE APPARENTLY CONTRADICTORY FINDINGS WITH REGARD TO PRE-FLIGHT GRADE AVERAGE AND COLLEGE SUBJECT FAILURE MAY BE DUE EITHER TO CHANGE OR TO THE POSSIBILITY OF A REAL DIFFERENCE BETWEEN THE DETERMINERS OF THESE TWO CRITERIA, AND REPLICATION IS THEREFORE INDICATED. THE CORRELATIONS REPORTED HERE HAVE BEEN ATTENUATED BY THE EFFECT OF RESTRICTION OF RANGE, AND THE TRUE VALUES ARE AT LEAST SOMEWHAT LARGER. (AUTHOR) (U)

AD-478 740 5/10
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

LEADERSHIP AT HIGHER LEVELS OF COMMAND AS VIEWED BY SENIOR AND EXPERIENCED COMBAT COMMANDERS. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
DEC 61 56P SEBREE,EDMUND B. ;
CONTRACT: DA-44-188-ARO-2

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, ANALYSIS), PERFORMANCE(HUMAN), COMMAND + CONTROL SYSTEMS, BEHAVIOR, GROUP DYNAMICS, PERSONALITY, MILITARY REQUIREMENTS, REACTION(PSYCHOLOGY), MOTIVATION, CONTROL, EFFECTIVENESS, ARMY PERSONNEL, MILITARY PERSONNEL, WARFARE (U)

CONTENTS: THE NATURE AND APPLICATION OF MILITARY LEADERSHIP; THE HIGH-LEVEL LEADER AND THE GROUP; THE IMPACT OF THE SITUATION ON HIGH-LEVEL LEADERSHIP; INDIVIDUAL TRAITS AND THE EXERCISE OF HIGH-LEVEL LEADERSHIP; SOME SPECIAL PROBLEMS OF COMBAT BEHAVIOR. (U)

AD-480 232 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

A CRITICAL INCIDENT STUDY OF INFANTRY, AIRBORNE, AND
ARMORED JUNIOR NONCOMMISSIONED OFFICERS. (U)

DESCRIPTIVE NOTE: STAFF MEMO.,
JUL 58 69P SHOWEL ,MORRIS ;PETERSON,
CHRISTIAN W. ;
TASK: NCO-1

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, JOB ANALYSIS),
BEHAVIOR, LEADERSHIP, MANAGEMENT PLANNING, ARMY
TRAINING, SUPERVISION, CORRECTIONS, MOTIVATION,
ATTITUDES (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS, CRITICAL
INCIDENTS, GROUND TROOPS (U)

PARALLEL LISTINGS ARE PRESENTED OF APPROVED AND DISAPPROVED NONCOMMISSIONED OFFICER BEHAVIORS AS REPORTED AND EVALUATED BY PERSONS WHO HAD SERVED WITH THESE JUNIOR NCOS. THE MATERIAL WAS GATHERED IN THE FORM OF CRITICAL INCIDENTS, BY INTERVIEWING 135 PERSONS SUBORDINATE TO, AND 135 PERSONS SUPERIOR TO, JUNIOR NONCOMMISSIONED OFFICERS IN INFANTRY, AIRBORNE, AND ARMORED UNITS, STATIONED BOTH IN THE ZI AND IN EUROPE. THE SUBJECTS WERE ASKED TO RELATE THREE INCIDENTS OF GOOD AND THREE INCIDENTS OF BAD PERFORMANCE ON THE PART OF A JUNIOR NCO. THE NINE GENERAL AREAS IDENTIFIED BY THE RESEARCHERS ARE: PLANNING AND FORESIGHT, INFORMAL TEACHING AND BRIEFING, SUPERVISING AND CHECKING, CORRECTING AND REWARDING OR PUNISHING, MANNER OF DEALING WITH SUBORDINATES, CONCERN WITH WELFARE OF MEN, ATTITUDE TOWARDS JOB, DEPORTMENT, AND TECHNICAL JOB KNOWLEDGE AND ABILITY. THE FREQUENCY WITH WHICH SUBORDINATES AND SUPERIORS REPORTED EACH BEHAVIOR AS EITHER GOOD OR BAD IS SHOWN; SUBORDINATE AND SUPERIOR DIFFERENCES IN EVALUATION ARE DISCUSSED. (AUTHOR) (U)

AD-481 407 5/9 5/10
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF

EXECUTIVE DEVELOPMENT OF OFFICERS THROUGH
COACHING. (U)

DESCRIPTIVE NOTE: MASTER'S THESIS,
64 63P FRENCH,HENRY A. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, TRAINING), LEADERSHIP, TRAINING DEVICES, EFFECTIVENESS, INSTRUCTORS, SOCIAL COMMUNICATION, LEARNING, ATTITUDES, PERFORMANCE(HUMAN), JOB ANALYSIS, NAVAL PERSONNEL, NAVAL TRAINING (U)
IDENTIFIERS: COACHING, INTERVIEWS, THESES (U)

THE PRESSURES OF TIME, COMPETITIVE ATMOSPHERE OF SERVICE LIFE, AND OFTEN AUTHORITARIAN NATURE OF OFFICERS FREQUENTLY CAUSE SENIORS TO OVERLOOK THEIR RESPONSIBILITIES FOR THE TIMELY DEVELOPMENT OF SUBORDINATE OFFICERS. THE VAST SOURCES OF UNTAPPED CREATIVE POTENTIAL AND INCREASED EFFICIENCY THUS LYING DORMANT ARE AN INJUSTICE TO THE INDIVIDUAL AND THE SERVICE. THE CURRENT LITERATURE BY AUTHORS WITH OPERATIONAL EXPERIENCE IN THE FIELD OF EXECUTIVE DEVELOPMENT IS REVIEWED WITH THE PURPOSE OF SUGGESTING APPROPRIATE TECHNIQUES FOR SENIOR TO UTILIZE IN ACCOMPLISHING THEIR DEVELOPMENT RESPONSIBILITIES. THE OBJECTIVES AND SKILLS OF SUCCESSFUL COACHING THROUGH THE DELEGATION OF MEANINGFUL TASKS THAT EXTEND THE SUBORDINATE ARE DISCUSSED. SUPERIOR-SUBORDINATE MUTUAL GOAL SETTING AND AN ECLECTIC APPROACH TO NON-DIRECTIVE DEVELOPMENT COUNSELING ARE RECOMMENDED. (AUTHOR) (U)

AD-486 297 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL
GRADUATES. (U)

DESCRIPTIVE NOTE: INFORMATION REPT.,
SEP 53 11P RITTENHOUSE,CARL H. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, ARMY TRAINING), (*LEADERSHIP, ARMY PERSONNEL), AWARDS, APTITUDE TESTS, RECRUITING, EDUCATION, AGING(PHYSIOLOGY), WEIGHT, JOB ANALYSIS, ACHIEVEMENT TESTS, PERFORMANCE(HUMAN), REVIEWS (U)
IDENTIFIERS: NON-COMMISSIONED OFFICERS, RANKING SCALES, GROUND TROOPS (U)

THIS STUDY WAS UNDERTAKEN TO DETERMINE SOME OF THE EFFECTS OF NCO LEADERS SCHOOL TRAINING ON COMBAT PERFORMANCE. THE ASPECTS OF PERFORMANCE UNDER CONSIDERATION WERE THOSE OBJECTIVELY DISCERNIBLE, NAMELY, RANKS ATTAINED, ASSIGNMENTS HELD, AND AWARDS RECEIVED. THE METHOD USED WAS THAT OF COMPARING THE RECORDS OF A GROUP OF LEADERS SCHOOL GRADUATES WITH THOSE OF A MATCHED GROUP OF NON-LEADERS SCHOOL MEN. (U)

AD-486 300 5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS AND OCS EVALUATIONS. (U)

DESCRIPTIVE NOTE: STAFF MEMO.,
AUG 54 8P JONES,ANN M. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY TRAINING, PERFORMANCE(HUMAN)), (*OFFICER PERSONNEL, ARMY TRAINING), CORRELATION TECHNIQUES, STATISTICAL ANALYSIS, STATISTICAL DATA, LEADERSHIP, PERFORMANCE TESTS (U)
IDENTIFIERS: OFFICER CANDIDATES (U)

DURING 1952 AND 1953 APPROXIMATELY ONE HALF OF THE MEN ATTENDING THE ARMY OCSS HAD COMPLETED ONE TO EIGHT WEEKS OF A LEADERS' COURSE PRIOR TO ENTERING OCS. THE LEADERS' SCHOOLS WERE INTENDED PRIMARILY FOR LEADERSHIP TRAINING AT THE NONCOMMISSIONED OFFICER LEVEL, AND WERE AVAILABLE TO MEN WHO HAD MADE A GOOD RECORD DURING BASIC TRAINING. OCS RECORDS AND LEADERS' COURSE RECORDS WERE OBTAINED ON 155 GRADUATES OF THE FORT ORD LEADER'S COURSE AND 161 GRADUATES OF THE CAMP ROBERTS LEADERS' COURSE. THE RATINGS OBTAINED FROM THE LEADERS' COURSE WERE CORRELATED WITH THOSE OBTAINED FROM THE OCSS. IN ADDITION, THE VARIOUS RATINGS OBTAINED AT THE FORT ORD LEADERS' COURSE WERE INTERCORRELATED. COMPOSITE RATINGS OBTAINED AT BOTH LEADERS' COURSES WERE FOUND TO BE VALID PREDICTORS OF OCS SUCCESS, AND CORRELATED HIGHER WITH OCS PERFORMANCE THAN DID ANY OF THE PART SCORES FROM WHICH THE COMPOSITE SCORE WAS OBTAINED. THE PART-SCORE OF GREATEST PREDICTIVE VALUE FROM BOTH LEADERS' COURSES WAS THE PEER RATING. ONE OF THE RATINGS GIVEN BY EACH OF THE LEADERS' COURSE STAFFS WAS FOUND TO BE A USEFUL PREDICTOR, BUT IT WAS NOT THE SAME RATING AT THE TWO DIFFERENT SCHOOLS. THERE WAS A POSITIVE, BUT NOT VERY HIGH RELATIONSHIP BETWEEN PERFORMANCE ON THE LEADERS' REACTION TEST AND SUCCESS AT OCS. (AUTHOR) (U)

AD-488 615 5/10 12/1
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

SPANOCON: SPAN OF CONTROL. 2. EFFECT ON
RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN
RATING. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
AUG 61 14P CANNON,DENNIS ;OLSON,HOWARD
C. ;
TASK: 11-28

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO REPORT DATED MAY 62,
AD-488 614L.

DESCRIPTORS: (*LEADERSHIP, MEASUREMENT), (*OFFICER
PERSONNEL, EFFECTIVENESS), (*STATISTICAL DATA,
*CURVE FITTING), DECISION MAKING, RESPONSE,
MILITARY PERSONNEL, TEST CONSTRUCTION(PSYCHOLOGY),
STATISTICAL DISTRIBUTIONS, RELIABILITY,
CORRELATION TECHNIQUES, PSYCHOMETRICS, PROBLEM
SOLVING (U)
IDENTIFIERS: RATING SCALES, SPAN OF CONTROL (U)

THIS STUDY DEALS WITH RELIABILITY ONLY AS IT IS AFFECTED BY A RATING PROCEDURE. IT IS AN ATTEMPT TO DETERMINE IN WHAT WAY RELIABILITY OF RATINGS IS AFFECTED BY FORCING THE DISTRIBUTION OF RATINGS. ON THE BASIS OF THE DATA PRESENTED HERE, IT IS CONCLUDED THAT THE RELIABILITY OF RATINGS IS NOT SIGNIFICANTLY AFFECTED BY FORCING THE RATINGS INTO A SYMMETRICAL, ESSENTIALLY NORMAL DISTRIBUTION. (U)

AD-489 875 5/10 12/1
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

THE CONSTRUCTION, VALIDATION AND APPLICATION OF A
SUBJECTIVE STRESS SCALE. (U)

DESCRIPTIVE NOTE: STAFF MEMO.,
FEB 58 39P KERLE,ROBERT H. ;BIALEK,
HILTON M. ;
REPT. NO. HUMRRO-FIGHTER STUDY-23

UNCLASSIFIED REPORT

DESCRIPTORS: (*STRESS(PSYCHOLOGY), PSYCHOMETRICS),
REACTION(PSYCHOLOGY), BEHAVIOR, ATTITUDES,
EXPERIMENTAL DATA, PERFORMANCE(HUMAN),
STATISTICAL ANALYSIS, LEADERSHIP, TRAINING,
MILITARY PERSONNEL, PSYCHOPHYSIOLOGY, SCALE,
FEAR (U)
IDENTIFIERS: PERSONNEL MANAGEMENT PROJECT (U)

IN ORDER TO OBTAIN A STATISTICALLY MANIPULABLE MEASURE OF A SUBJECT'S AFFECTIVE REACTION UNDER FIELD EXPERIMENTAL CONDITIONS, A SCALE WAS CONSTRUCTED BASED ON THE THURSTONE SCALING TECHNIQUE COMMONLY APPLIED TO ATTITUDINAL MEASUREMENT. ITEMS WERE SCALED ALONG A DIMENSION OF AFFECT WHICH RANGED EQUIDISTANTLY IN BOTH POSITIVE AND NEGATIVE DIRECTIONS FROM A LITERAL INDIFFERENT POINT. RELIABILITY WAS OBTAINED BY USE OF ALTERNATE FORMS. EFFORTS WERE MADE TO UTILIZE BOTH CONTRIVED AND NATURAL SITUATIONS IN ORDER TO TEST APPLICATION OF THE SCALE. FOUR SUCH SITUATIONS WERE UTILIZED FOR VALIDATION AND RELIABILITY PURPOSES. THE SCALE DETECTED SIGNIFICANT AFFECTIVE CHANGES IN THOSE SITUATIONS WHICH WERE JUDGED STRESSFUL BY THE EXPERIMENTERS BUT INDEPENDENT ASSESSMENT OF THE SITUATIONS IS STILL LACKING. THE RAPIDITY AND EASE OF ADMINISTRATION IN ADDITION TO THE INTERPRETATIVE POSSIBILITIES ENCOURAGE FURTHER APPLICATIONS OF THE SCALE. (AUTHOR) (U)

AD-600 037
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

VALUES ASSOCIATED WITH MILITARY CAREER
MOTIVATION. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
MAR 64 12P GORDON,LEONARD V. ;MEDLAND,
FRANCIS F. ;
REPT. NO. APRO-TRN-143
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON SELECTION AND BEHAVIORAL
EVALUATION.

DESCRIPTORS: (*ARMY PERSONNEL, LEADERSHIP),
(*LEADERSHIP, PSYCHOMETRICS), (*MILITARY PSYCHOLOGY,
ARMY PERSONNEL), OFFICER PERSONNEL, MOTIVATION, DECISION
MAKING (U)

THE NCO LEADERS TASK IS CONCERNED WITH THE DEVELOPMENT OF MEASURES OF LEADERSHIP BY WHICH TO IDENTIFY EARLY IN THEIR ARMY CAREER THOSE MEN WHO HAVE POTENTIAL AS EFFECTIVE COMBAT LEADERS. THE STUDY REPORTS ON PRELIMINARY EXPLORATION OF RELATIONSHIPS BETWEEN CERTAIN ESTABLISHED DIMENSIONS OF INTERPERSONAL VALUES AND DECISION TO REMAIN IN OR LEAVE THE SERVICE. MEASURE OF SIX DIMENSIONS--SUPPORT, CONFORMITY, RECOGNITION, INDEPENDENCE, BENEVOLENCE, AND LEADERSHIP--ON THE SURVEY OF INTERPERSONAL VALUES (SIV) WERE OBTAINED ON EM AND OFFICER TRAINEE SAMPLES IN THE 5TH AND 10TH WEEK OF ARMY SERVICE, RESPECTIVELY. MEASURES WERE ANALYZED IN RELATION TO DESIRE TO REMAIN IN THE ARMY AS EXPRESSED BY THE EM AFTER 20 WEEKS' SERVICE AND BY OFFICERS AFTER 15 WEEKS. FOR BOTH OFFICER AND ENLISTED SAMPLES, THREE VALUES WERE FOUND TO BE PREDICTIVE OF CAREER MOTIVATION. OFFICERS WHO DESIRED TO REMAIN TENDED TO SCORE HIGHER ON CONFORMITY AND BENEVOLENCE AND LOWER ON INDEPENDENCE; EM SCORED HIGHER ON BENEVOLENCE BUT LOWER ON INDEPENDENCE AND SUPPORT. RESULTS SUGGEST THAT MEASUREMENT OF VALUES MAY CONTRIBUTE USEFULLY TO PREDICTION OF MILITARY CAREER DECISION. (AUTHOR) (U)

AD-600 038
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

PREDICTION OF OFFICER PERFORMANCE. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
MAR 64 56P WILLEMIN,LOUIS P. ;
REPT. NO. APRO-TRR-1134
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, PERFORMANCE (HUMAN)), (*ARMY PERSONNEL, PSYCHOMETRICS), (*LEADERSHIP, PSYCHOMETRICS), TEST CONSTRUCTION (PSYCHOLOGY), MILITARY PSYCHOLOGY (U)

THE OFFICER PREDICTION TASK, ESTABLISHED WITHIN THE U. S. ARMY PERSONNEL RESEARCH OFFICE (USAPRO), HAS A REQUIREMENT TO PROVIDE THE ARMY WITH IMPROVED TECHNIQUES AND PREREQUISITES FOR SELECTING OFFICERS WHO HAVE APTITUDES AND OTHER CHARACTERISTICS TO MEET DEMANDS FOR SUCCESSFUL PERFORMANCE IN DIFFERENT TYPES OF OFFICER COMMAND RESPONSIBILITY. THE STUDY WAS CENTERED ON THE DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE IN THE TECHNICAL, ADMINISTRATIVE, AND COMBAT AREAS OF ASSIGNMENT. VALIDATION OF THE DIFFERENTIAL OFFICER BATTERY (DOB), A BATTERY OF EXPERIMENTAL PREDICTORS ADMINISTERED IN 1961-1962, IS IN PROGRESS. SITUATIONAL CRITERION MEASURES, FIVE FOR EACH OF THE THREE FIELDS, WERE DEVELOPED AND INTEGRATED INTO A REGULARLY SCHEDULED TESTING OPERATION ADMINISTERED SINCE JULY 1963 IN A SIMULATED MAAG SETTING AT THE OFFICER EVALUATION CENTER (OEC), FORT MCCLELLAN. INITIAL STATISTICAL PROCESSING HAS BEGUN. (AUTHOR) (U)

AD-601 972
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

PEER RATING STABILITY IN CHANGING GROUPS. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
APR 64 12P MEDLAND,FRANCIS F. ;OLANS,
JEROME L. ;
REPT. NO. APRO-TRN-142
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, DETERMINATION), (*ARMY PERSONNEL, LEADERSHIP), STATISTICAL ANALYSIS, STATISTICAL FUNCTIONS, GROUP DYNAMICS, MILITARY PSYCHOLOGY, MILITARY TRAINING (U)
IDENTIFIERS: PEER RATINGS, SMALL GROUPS (U)

THE PURPOSE OF THE PROJECT WAS TO EVALUATE PEER RATINGS AS PREDICTORS OF NCO POTENTIAL AND TO STUDY THE RELATIVE EFFECTIVENESS OF VARIOUS METHODS OF OBTAINING PEER RATINGS. OPERATIONAL PEER RATINGS OBTAINED IN FOUR COMPANIES AT THE END OF FOUR WEEKS OF BASIC COMBAT TRAINING WERE COMPARED WITH PEER RATINGS AT THE END OF THE 8TH WEEK. FOR TWO COMPANIES, SQUADS WITHIN A COMPANY WERE REARRANGED SO THAT THE SECOND RATING WAS MADE BY DIFFERENT RATERS THAN THE FIRST. IN THE TWO REMAINING COMPANIES, SQUADS REMAINED INTACT. CADRE RATINGS WERE OBTAINED FOR COMPARISON WITH PEER RATINGS, AS WERE ALSO LATER PEER AND CADRE RATINGS FOR THOSE MEN IN AVAILABLE AIT ASSIGNMENTS. PEER RATINGS OF LEADERSHIP POTENTIAL IN GROUPS OF 12 TO 16 MEN HAD SUBSTANTIAL RELIABILITY OVER 4 TO 16 WEEKS. THE RELIABILITY HELD WHETHER INDIVIDUALS WERE IN STABLE GROUPS AND RATED BY THE SAME MEN A SECOND TIME, OR IN CHANGING GROUPS AND RATED BY DIFFERENT MEN. PEER RATINGS WERE MORE RELIABLE THAN CADRE RATINGS OBTAINED UNDER COMPARABLE CIRCUMSTANCES. SINCE A MAN RATED HIGH AS A LEADER IN ONE GROUP IS LIKELY TO BE EQUALLY ACCEPTABLE AS A LEADER IN A DIFFERENT GROUP, MANAGEMENT CAN USE PEER RATINGS AS DEPENDABLE INDEXES IN ASSIGNING MEN TO POSITIONS OF LEADERSHIP REGARDLESS OF THE COMPOSITION OF THE GROUP.
(AUTHOR) (U)

AD-603 109
PSYCHOLOGICAL RESEARCH SERVICE INC AUSTIN TEX

DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS, (U)

MAY 64 31P JAMES,LEWIS F. ;FRUCHTER, DOROTHY A. ;
CONTRACT: AF41 609 2012
PROJ: 7719
TASK: 771904
MONITOR: PRL
UNCLASSIFIED REPORT

DESCRIPTORS: (*SUPERVISORY PERSONNEL, JOB ANALYSIS), (*ACHIEVEMENT TESTS, OFFICER PERSONNEL), (*OFFICER PERSONNEL, ACHIEVEMENT TESTS), APTITUDE TESTS, TEST CONSTRUCTION (PSYCHOLOGY), LEADERSHIP, MOTIVATION (U)
IDENTIFIERS: COUNSELING (U)

A COUNSELING INTERVIEW FORM WAS DEVISED TO AID SUPERVISORY OFFICERS IN MAKING CONSTRUCTIVE USE OF THE OFFICER EVALUATION PROCEDURE. FROM REPORTS OF PREVIOUS STUDIES OF COUNSELING PROCEDURES IN BOTH MILITARY AND CIVILIAN ORGANIZATION, 100 ITEMS WERE SELECTED AND CATEGORIZED FOR INCLUSION IN 3 TRYOUT FORMS: A CHECKLIST, A FORCED-CHOICE FORM, AND A LEVEL-OF-ACHIEVEMENT FORM. REQUEST WAS MADE TO 1200 OFFICERS (400 FOR EACH FORM) FOR COMPLETION OF AN INTERVIEW FORM FOR ONE SUBORDINATE OFFICER AND FOR RATING THE IMPORTANCE OF EACH INTERVIEW ITEM ON A SEPARATE ITEM ACCEPTABILITY FORM. INTERVIEW ITEMS WERE VALIDATED AGAINST THE SUBORDINATE OFFICER'S OVERALL RATING FROM HIS MOST RECENT OER. A REVISED FORM INCLUDED 66 ITEMS SELECTED ON THE BASIS OF VALIDITY AND ACCEPTABILITY RATING. REVISED INTERVIEW AND ITEM ACCEPTABILITY FORMS WERE COMPLETED BY 100 OFFICERS. THE FINAL FORM OF 50 ITEMS IS THUS AN INTERVIEW GUIDE COMPOSED OF ITEMS OF PROVEN RELEVANCE TO SUCCESS AS AN AIR FORCE OFFICER. ANALYSIS OF RATING OFFICERS' COMMENTS GAVE LITTLE EVIDENCE OF INTEREST IN USING SUCH A DEVICE. (AUTHOR) (U)

AD-603 580
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

AN EVALUATION OF A POPULAR LEADER, (U)

JUN 64 7P NELSON,PAUL D. ;
REPT. NO. NMNRU-63-9
PROJ: MR005.12
TASK: MR005.12.20

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, SOCIOMETRICS), (*NAVAL PERSONNEL, LEADERSHIP), (*GROUP DYNAMICS, LEADERSHIP), MOTIVATION, ADJUSTMENT (PSYCHOLOGY), SOCIAL PSYCHOLOGY, PSYCHOMETRICS, BEHAVIOR, EFFECTIVENESS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THE PURPOSE OF THE PRESENT STUDY WAS TO FOLLOW-UP PREVIOUS FINDINGS CONCERNING THE SIMILARITIES AND DIFFERENCES BETWEEN POPULAR AND UNPOPULAR LEADERS IN SMALL GROUPS. ATTENTION WAS NOT GIVEN TO THE NON-LEADER GROUP IN THIS STUDY. THREE HYPOTHESES WERE ESTABLISHED: (1) POPULAR AND UNPOPULAR LEADERS ARE NOT DIFFERENT FROM ONE ANOTHER ON CHARACTERISTICS DENOTING INDIVIDUAL PROMINENCE; (2) POPULAR AND UNPOPULAR LEADERS ARE NOT DIFFERENT FROM ONE ANOTHER ON CHARACTERISTICS DENOTING TASK-MOTIVATION; AND (3) POPULAR LEADERS HAVE A MORE POSITIVE SOCIAL-EMOTIONAL ORIENTATION THAN UNPOPULAR LEADERS AS EVIDENCED THROUGH GREATER SELF-CONTROL, FLEXIBILITY, AND CONCERN FOR GROUP RELATIONS AND HARMONY. (U)

AD-604 184
WASHINGTON UNIV ST LOUIS MO

THE VALIDITY OF PEER RATINGS FROM OCS IN PREDICTING OFFICER PERFORMANCE: A FOLLOW-UP OF THE 1955 NEWPORT STUDY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAY 64 10P HOLLANDER,E. P. ;
CONTRACT: NONR816 12

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, SELECTION), (*NAVAL PERSONNEL, LEADERSHIP), ATTITUDES, MILITARY TRAINING, PERFORMANCE (HUMAN), PERSONALITY, GROUP DYNAMICS, SOCIOMETRICS, MATHEMATICAL PREDICTION, CORRELATION TECHNIQUES (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

THE FOLLOW-UP PHASE OF A STUDY OF PEER NOMINATIONS BEGUN IN 1955 AT THE NAVAL OFFICER CANDIDATE SCHOOL IN NEWPORT, RHODE ISLAND IS REPORTED. OVER 700 TRAINEES, IN THE 23 SECTIONS COMPRISING AN ENTIRE OCS CLASS, COMPLETED SEVERAL PEER NOMINATION FORMS AT VARIOUS STAGES OF TRAINING. ONE FORM, IN PARTICULAR, REQUIRING NOMINATION FOR SUCCESS AS A FUTURE NAVAL OFFICER, WAS ADMINISTERED TO ALL SECTIONS. FROM AMONG THE TRAINEES IN THE ORIGINAL STUDY, 639 WERE IDENTIFIED WHO HAD GONE ON TO DUTY AS OFFICERS FOR A PERIOD AVERAGING THREE YEARS OR MORE. FITNESS REPORT RATINGS GIVEN TO THESE OFFICERS BY THEIR SENIORS WERE OBTAINED AND AVERAGED TO YIELD A SCORE REPRESENTING THE PERFORMANCE CRITERION. THIS SCORE HAD A CORRECTED SPLIT-HALF RELIABILITY OF .90. THE VALIDITY OF EARLY PEER NOMINATIONS, ALREADY ESTABLISHED FOR PERFORMANCE IN OCS, WAS FOUND TO BE SUBSTANTIAL FOR THE PREDICTION OF LATER PERFORMANCE AS AN OFFICER. VALIDITY IS MAINTAINED EVEN AFTER STATISTICAL CONTROL FOR ACADEMIC PERFORMANCE AND POPULARITY IS APPLIED BY THE PARTIALING PROCESS. IT IS THEREFORE RECOMMENDED THAT EARLY PEER NOMINATIONS, ASSESSING OVERALL PERFORMANCE AS AN OFFICER, BE ROUTINELY UTILIZED EARLY IN TRAINING AS A SUPPLEMENT TO ACADEMIC AND OTHER EVALUATIONS. (AUTHOR) (U)

AD-604 438
APPLIED PSYCHOLOGICAL SERVICES WAYNE PA

POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND APPLICATION. FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN, (U)

JUL 64 60P SIEGEL,ARTHUR I. ;PFEIFFER, MARK G. ;SCHULTZ,DOUGLAS G.;
CONTRACT: NONR2279 00

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERSONNEL MANAGEMENT, NAVAL PERSONNEL), (*JOB ANALYSIS, NAVAL PERSONNEL), (*ELECTRONIC TECHNICIANS, JOB ANALYSIS), PERFORMANCE (HUMAN), ATTUITUDES, PERCEPTION (PSYCHOLOGY), APPLIED PSYCHOLOGY, AVIATION PERSONNEL, TECHNICIANS, OFFICER PERSONNEL, GROUP DYNAMICS, FACTOR ANALYSIS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES, ELECTRONIC EQUIPMENT, PSYCHOMETRICS (U)

ON THE BASIS OF A MULTIDIMENSIONAL SCALING ANALYSIS OF THE JOB TASK PERCEPTIONS OF STRIKER AND PETTY OFFICER, THIRD CLASS AVIATION ELECTRONICS TECHNICIANS, FOUR BASIC FACTORS WERE EXTRACTED. THESE FACTORS, CALLED 'ELECTRO-COMPREHENSION,' 'EQUIPMENT OPERATION AND INSPECTION (ROUTINE)', 'ELECTROREPAIR (SIMPLE)', AND 'ELECTRO-SAFETY' WERE HELD TO BE 'CONGRUENT' WITH THE FACTORS EXTRACTED FROM A SIMILAR ANALYSIS OF THE PERCEPTIONS OF AVIATION ELECTRONIC TECHNICIAN SUPERVISORY PERSONNEL. THUS, IT WAS CONCLUDED THAT THE JOB PERCEPTIONS OF PERSONNEL AT BOTH THE SUPERVISORY AND THE SUBORDINATE LEVELS ARE IN REASONABLE CONCORDANCE. (AUTHOR) (U)

AD-605 131
UNIVERSITY OF SOUTHERN CALIFORNIA LOS ANGELES

PROJECT ON APTITUDES OF HIGH-LEVEL PERSONNEL. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
DEC 59 6P GUILFORD,J. P. ;
CONTRACT: N6ONR23810

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: RESEARCH ON THIS PROJ. CONTINUES UNDER CONTRACT NONR228 20.

DESCRIPTORS: (*APTITUDE TESTS, OFFICER PERSONNEL), (*MILITARY PERSONNEL, APTITUDE TESTS), REASONING, INTELLIGENCE TESTS, LEADERSHIP, PERSONALITY, TRAINING, FACTOR ANALYSIS, CORRELATION TECHNIQUES, COAST GUARD, MARINE CORPS, NAVAL PERSONNEL (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

THIS PROJECT SOUGHT TO ESTABLISH THE EXISTENCE OF SEPARABLE INTELLECTUAL ABILITIES. THE TYPICAL STUDY BEGAN NN WITH THE FORMULATION OF HYPOTHESES AS TO THE NATURE OF CERTAIN ABILITIES. KNOWN TESTS WERE USED OR MODIFIED, AND MANY NEW TESTS WERE DEVELOPED AS MEASURES OF THE HYPOTHESIZED ABILITIES. THE RESULTING TEST BATTERY WAS ADMINISTERED TO A SAMPLE OF YOUNG ADULT MALES, USUALLY MILITARY OFFICER CANDIDATES. THE SAMPLE SIZES RANGED FROM APPROXIMATELY 200 TO 450 FOR DIFFERENT STUDIES. SCORES FROM THE TESTS WERE INTERCORRELATED, AND THE CORRELATIONS FACTOR-ANALYZED. CENTROID FACTORS WERE ROTATED ORTHOGONALLY TO MAXIMIZE SIMPLE STRUCTURE, POSITIVE MANIFOLD, AND PSYCHOLOGICAL INTERPRETABILITY. (U)

AD-606 868
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE
ACADEMY CADETS, CLASS OF 1964.   (U)

DESCRIPTIVE NOTE: YEARLY VALIDITY REPT. NO. 6,
JUL 64   12P   MILLER,ROBERT E. ;
PROJ: 7717
TASK: 771706
MONITOR: PRL ,   TDR64 18

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE PERSONNEL, PSYCHOMETRICS), (*OFFICE PERSONNEL, SELECTION), APTITUDE TESTS, INTELLIGENCE TESTS, MOTIVATION, LEADERSHIP, PERSONALITY, PERFORMANCE TESTS, PHYSICAL FITNESS, TEST METHODS, CORRELATION TECHNIQUES   (U)

APPLICANTS FOR EACH AIR FORCE ACADEMY CLASS TAKE A BATTERY OF SELECTION TESTS TO ESTABLISH THEIR QUALIFICATIONS. ENTERING CADETS TAKE AN ADDITIONAL BATTERY CONSISTING MAINLY OF NONACADEMIC EXPERIMENTAL TESTS, DEVELOPED AS PART OF A PROGRAM FOR THE PRODUCTION OF OFFICER SELECTION AND CLASSIFICATION DEVICES. BOTH BATTERIES ARE VALIDATED AT THE END OF THE FOURTH CLASS YEAR AGAINST ACADEMIC AND NONACADEMIC CRITERIA. IN THE CLASS OF 1964 THE CRITERIA WERE THE ACADEMIC STANDARD SCORE, CADET EFFECTIVENESS RATING (CER), RESIDUALIZED CADET EFFECTIVENESS RATING (WITH RESPECT TO PHYSICAL APTITUDE), EXTRACURRICULAR ACTIVITIES STANDARD SCORE, NONACADEMIC STANDARD SCORE, AND EARLY MOTIVATIONAL ELIMINATION. USING MULTIPLE REGRESSION TECHNIQUES, IT WAS FOUND THAT THERE ARE MEASURES IN BOTH THE SELECTION AND EXPERIMENTAL BATTERIES HAVING VALIDITY FOR EACH OF THE CRITERIA. MULTIPLE CORRELATIONS UP TO .63 WERE OBTAINED WITH THE ACADEMIC SCORE AS THE CRITERION, AND UP TO .51 WITH THE CER. VALIDITIES ARE NOT SIGNIFICANTLY DIFFERENT FROM THOSE OBSERVED IN THE CLASS OF 1963 FOR SELECTION TESTS COMMON TO BOTH CLASSES. PREVIOUSLY OBSERVED FLUCTUATING VALIDITIES APPEAR TO HAVE STABILIZED. (AUTHOR)   (U)

AD-607 545
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR
PROFICIENCY TESTING. (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
AUG 64 24P KERN,RICHARD P. ;HOOD,PAUL
D. ;
CONTRACT: DA44 188ARO2
TASK: NCO II

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, TRAINING), (*TRAINING, LEADERSHIP), (*LEADERSHIP, TEST METHODS), MILITARY TRAINING, RETENTION, APPTITUDE TESTS, MOTIVATION, PERFORMANCE (HUMAN), ANALYSIS OF VARIANCE (U)

THE RESEARCH WAS CONCERNED WITH THE DEVELOPMENT OF A LEADERSIHIP TRAINING PROGRAM FOR POTENTIAL ARMY NONCOMMISSIONED OFFICERS. THE MAJOR OBJECTIVE WAS TO CONDUCT A SERIES OF SMALL-SCALE PRELIMINARY STUDIES WHICH WOULD PROVIDE INFORMATION AND EXPERIENCE THAT WOULD ENABLE STAFF MEMBERS TO (1) DEFINE APPROPRIATE TRAINING PROGRAM CHARACTERISTICS AND (2) DEVELOP TOOLS, TECHNIQUES, AND SKILLS NECESSARY FOR CONDUCTING SUBSEQUENT FIELD STUDIES IN CONNECTION WITH PROPOSED TRAINING PROGRAMS FOR LEADER PREPARATION. IN ORDER TO DEVELOP INFORMATION THAT WOULD BE RELEVANT IN DEVISING CRITERIA FOR EVALUATING A LEADERSHIP PROGRAM, ONE STUDY DEALT WITH SOME ASPECTS OF THE GRADED PROFICIENCY TEST GIVEN AT THE END OF ADVANCED INDIVIDUAL TRAINING. THE FINDINGS OF THIS STUDY ARE REPORTED. (U)

AD-607 635
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS OF WEATHER OFFICERS, (U)

JUL 64 15P JUDY,CHESTER J. ;
PROJ: 6755
TASK: 675502
MONITOR: PRL , TDR64 20

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, EDUCATION), (*EDUCATION, OFFICER PERSONNEL), AIR FORCE PERSONNEL, EFFECTIVENESS, SELECTION, STATISTICAL DATA, CORRELATION TECHNIQUES (U)

THIS PAPER COMPARES ACCURACY OF PREDICTION OF OFFICER EFFECTIVESS RATINGS FROM INFORMATION ABOUT EDUCATIONAL ATTAINMENT AND FROM INFORMATION ABOUT THE OFFICER'S MILITARY RECORD (GRADE, TYPE OF COMMISSION, SOURCE OF COMMISSION, AERONAUTICAL RATING). MULIPLE REGRESSION TECHNIQUES WERE APPLIED TO DATA FOR 1671 WEATHER OFFICERS. RESULTS SHOWED THAT, ALTHOUGH MILITARY GRADE AND TYPE OF COMMISSION (REGULAR OR RESERVE) WERE THE BEST SINGLE PREDICTORS, BOTH EDUCATIONAL LEVEL AND COLLEGE MAJOR WERE ALSO SIGNIFICANTLY PREDICTIVE OF THE OFFICER EFFICIENCY RATING. IN COMBINATION WITH ALL THE OTHER VARIABLES, EDUCATIONAL LEVEL STILL ADDED SIGNIFICANTLY (.01 LEVEL) TO PREDICTION, BUT INFORMATION ABOUT THE OFFICER'S COLLEGE MAJOR DID NOT. (AUTHOR) (U)

AD-608 325
MILITARY ACADEMY WEST POINT N Y

THE RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE, (U)

JUL 64 32P LAUTERBACH, CARL G. ;
VIELHABER, DAVID P. ; GOTTHEIL, EDWARD ;
CONTRACT: OTSG6 60 10 016
MONITOR: MA, WP , TR15

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (*ADJUSTMENT (PSYCHOLOGY), ARMY PERSONNEL), (*ARMY PERSONNEL, MILITARY TRAINING), (*MILITARY TRAINING, ADJUSTMENT PSYCHOLOGY)), PERFORMANCE (HUMAN), PERSONALITY, EDUCATION, APTITUDE TESTS, ACHIEVMENT TESTS, ATTITUDES, PSYCHOMETRICS, MILITARY PSYCHOLOGY, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THIS STUDY INVESTIGATED THE RELATIONSHIPS BETWEEN CERTAIN PERSONALITY ATTRIBUTES OF ENTERING UNITED STATES MILITARY ACADEMY CADETS AND THEIR SUBSEQUENT PERFORMANCE DURING THE NEW CADET BARRACKS (NCB) SUMMER TRAINING PERIOD AND THEIR FIRST ACADEMIC YEAR. TWO APPROACHES USED: (A) TO DETERMINE THE INTERRELATIONS EXISTING AMONG PERSONALITY TESTS AND CRITERIA OF CADET PERFORMANCE; AND (B) TO DISCERN DIFFERENTIAL PATTERNS OF PERSONALITY AND PERFORMANCE CHARACTERISTICS SHOWN BY GROUPS OF SUCCESSFUL AND UNSUCCESSFUL CADETS. SUCCESS WAS DEFINED AS RETENTION DURING THE FIRST YEAR AT THE ACADEMY, WHILE LACK OF SUCCESS WAS DEFINED AS ATTRITION FROM THE ACADEMY. THE CRITERIA OF CADET PERFORMANCE WERE: (A) NCB AND APTITUDE FOR SERVICE RATINGS (ADJUSTMENT TO SUPERIORS AND PEERS); (B) GRADES (ADJUSTMENT TO WORK); AND (C) DEMERITS (REACTIONS TO AUTHORITY). A FINAL CRITERION, FREQUENCY OF NCB SICK CALL VISITS, WAS USED AS AN INDICATOR OF PERSONAL ADJUSTMENT. NINE PERSONALITY TEST MEASURES WERE USED. THREE WERE DERIVED FROM A TEST OF STATED REACTIONS TO FRUSTRATING SITUATIONS, FOUR WERE FROM RATINGS OF RELATIVE ESTEEM FOR SELF AND CO-WORKERS, AND ONE EACH FROM AN ACTIVITIES PREFERENCE INVENTORY AND A PROVERBIAL ATTITUDES TEST OF NON-CONFORMING ATTITUDES. (U)

AD-608 328
MILITARY ACADEMY WEST POINT N Y

THE EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY, (U)

MAR 64 20P GOTTHEIL,EDWARD ;VIELHABER, DAVID P. ;
CONTRACT: OTSG6 60 10 016
MONITOR: MA,WP , TR14

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (*ADJUSTMENT (PSYCHOLOGY), ARMY PERSONNEL), (*ARMY PERSONNEL, MILITARY TRAINING), (*MILITARY TRAINING, ADJUSTMENT (PSYCHOLOGY)), PERFORMANCE (HUMAN), APTITUDE TESTS, PSYCHOMETRICS, PERFORMANCE TESTS, ATTITUDES, LEADERSHIP, MILITARY PSYCHOLOGY, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THE SUBJECTS WERE 177 CADETS AT THE UNITED STATES MILITARY ACADEMY. THE QUESTION RAISED WAS WHETHER A SUCCESSFUL OR UNSUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING WOULD AFFECT A CADET'S LATER PERFORMANCE AT THE ACADEMY. GRADES, APTITUDE RATINGS, AND DEMERIT SCORES WERE OBTAINED ON THESE CADETS AT THE END OF THEIR FIRST ACADEMIC YEAR. THE SUMMER SESSION BETWEEN THEIR FIRST AND SECOND ACADEMIC YEARS WAS DEVOTED TO PRACTICAL MILITARY TRAINING AT CAMP BUCKNER. DURING THIS PERIOD THEY WERE TESTED AS INDIVIDUALS AND AS SQUADS FOR KNOWLEDGE AND SKILLS ACQUIRED IN THE VARIOUS AREAS OF TRAINING. HIGH SCORES IN THESE TESTS WERE CONSIDERED TO INDICATE A SUCCESSFUL EXPERIENCE, AND LOW SCORES AN UNSUCCESSFUL EXPERIENCE. TWO MEASURES OF SUCCESS WERE EMPLOYED: INDIVIDUAL PERFORMANCE ALONE, AND INDIVIDUAL SUCCESS REINFORCED BY ALSO BEING A MEMBER OF A SUCCESSFUL SQUAD. GRADES, APTITUDE RATINGS, AND DEMERIT SCORES WERE AGAIN OBTAINED AT THE END OF THE FIRST TERM OF THEIR SECOND ACADEMIC YEAR. NO EVIDENCE WAS FOUND TO SUPPORT THE HYPOTHESIS THAT A SUCCESSFUL PERFORMANCE WOULD BE MORE EFFECTIVE IN TASK-ORIENTED THAN RELATIONSHIP-ORIENTED INDIVIDUALS. (U)

AD-608 329
MILITARY ACADEMY WEST POINT N Y

THE RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS, (U)

MAR 64 10P GOTTHEIL,EDWARD ;LAUTERBACH, CARL G. ;VIELHABER,DAVID P. ;
CONTRACT: OTSG6 60 10 016
MONITOR: MA,WP , TR12

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPT. ON MEDICAL RESEARCH PROJ.

DESCRIPTORS: (*ARMY PERSONNEL, EDUCATION), (*MILITARY TRAINING, ARMY PERSONNEL), (*ARMY TRAINING, MILITARY TACTICS), (*EDUCATION, OFFICER PERSONNEL), PERFORMANCE (HUMAN), ACHIEVEMENT TESTS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

THE SCIENCE OF TACTICS IS TAUGHT AT THE UNITED STATES MILITARY ACADEMY BOTH BY CLASSROOM, ACADEMIC INSTRUCTION AND BY PRACTICAL, FIELD EXERCISES. THE FIRST AND SECOND YEAR ACADEMIC GRADES IN TACTICS OF 98 RANDOMLY SELECTED CADETS WERE COMPARED WITH THEIR PERFORMANCE IN A VARIETY OF PRACTICAL EXERCISES AT CAMP BUCKNER. THE BUCKNER ENCAMPMENT TOOK PLACE IN THE SUMMER MONTHS BETWEEN THE FIRST AND SECOND ACADEMIC YEARS AND PROVIDED SCORES IN THE FOLLOWING AREAS: ARMOR, ARTILLERY, ENGINEER, INFANTRY, SIGNAL, OBSTACLE COURSE, AND WRITTEN TEST. THE INTERCORRELATIONS AMONG THE BUCKNER TEST SCORES WERE LOW AND REVEALED NO IMPORTANT PATTERNS OF RELATIONSHIP. APPARENTLY DIFFERENT SKILLS AND ABILITIES ARE REQUIRED FOR THE DIFFERENT EVENTS. THE CORRELATIONS BETWEEN TACTICS GRADES AND COMBINED TOTAL BUCKNER SCORE WERE POSITIVE AND STATISTICALLY SIGNIFICANT. THE CORRELATION BETWEEN TACTICS GRADES IN THE FIRST AND SECOND YEARS WAS STATISTICALLY SIGNIFICANT AND INDICATED A SUBSTANTIAL DEGREE OF ASSOCIATION. (U)

AD-608 435
PRINCETON UNIV N J

COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL COMPLEXITY. (U)

DESCRIPTIVE NOTE: REPT. NO. 15,
MAY 64 104P CLAUNCH,NATHAN C. ;
CONTRACT: NONR-1858(12), PHS-M-5301
PROJ: NR171 055

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERCEPTION (PSYCHOLOGY), PERSONALITY), (*PERSONALITY, PERCEPTION (PSYCHOLOGY)), (*PSYCHOMETRICS, PERSONALITY), PERFORMANCE (HUMAN), MOTIVATION, MEMORY, BEHAVIOR, ATTITUDES, REACTION (PSYCHOLOGY), PERFORMANCE TESTS, LEARNING, PROJECTIVE TECHNIQUES, VERBAL BEHAVIOR, INTELLIGENCE TESTS, ATTENTION, CHILDREN (U)
IDENTIFIERS: CONCEPTUAL COMPLEXITY, COGNITION (U)

THE PURPOSE OF THIS STUDY INCLUDED: (1) AN INVESTIGATION OF THE EXTENT TO WHICH 'CONCEPTUAL COMPLEXITY' CONTRIBUTED TO PERFORMANCE ON THE CONCEPTUALLY SIMPLE TASK OF ANSWERING OBJECTIVE QUIZZES REQUIRING ONLY THE USE OF A SINGLE, FIXED CONCEPTUAL RULE (REDUCTION OF FACTS FROM MEMORY) AND TO PERFORMANCE ON THE CONCEPTUALLY COMPLEX TASK OF WRITING EXAMINATION ANSWERS REQUIRING THE USE OF ALTERNATIVE, FLEXIBLE CONCEPTUAL RULES IN THE GENERATION OF CONTRASTS, COMPARISONS, AND INTEGRATIONS OF DIFFERENT THEORETICAL POINTS OF VIEW; (2) THE DELINEATION OF SPECIFIC QUANTIFIABLE DIFFERENCES IN THE WAY THAT CONCEPTUALLY SIMPLE (CONCRETE) AND CONCEPTUALLY COMPLEX (ABSTRACT) SUBJECTS GENERATED CONTRASTS AND INTEGRATIONS OF TWO THEORIES IN THEIR ANSWERS TO A PROTOTYPIC EXAMINATION QUESTION; AND (3) THE EXPLORATION OF DIFFERENCES IN GENERAL ATTITUDES AND BELIEFS ABOUT THE MOTIVATION OF BEHAVIOR WHICH CONSTITUTE IMPORTANT DIFFERENCES BETWEEN CONCRETE AND ABSTRACT WAYS OF PERCEIVING AND RELATING TO THE ENVIRONMENT. AS EXPECTED, AN ABSTRACT GROUP OF SUBJECTS WAS SIGNIFICANTLY SUPERIOR TO A CONCRETE GROUP IN EXAMINATION PERFORMANCE BUT NOT IN QUIZ PERFORMANCE. (U)

AD-608 935
BURROUGHS WELLCOME AND CO U S A INC TUCKAHOE N Y

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART IV,
THE RELIABILITY OF MEASURES, (U)

DEC 64 130P HORST,PAUL ;
CONTRACT: NONR-477(33), PHS-MH-00743-08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-608 424.

DESCRIPTORS: (*PSYCHOLOGY, MEASUREMENT), (*PSYCHOMETRICS, RELIABILITY), TEST CONSTRUCTION (PSYCHOLOGY), STATISTICAL ANALYSIS, CORRELATION TECHNIQUES, EQUATIONS, SAMPLING, MATHEMATICAL PREDICTION, PERFORMANCE (HUMAN), PROJECTIVE TECHNIQUES, BEHAVIOR, MEMORY (U)

IT HAS BEEN RECOGNIZED FOR SOME YEARS THAT PSYCHOLOGICAL MEASUREMENT OR PSYCHOMETRICS IS CONCERNED PRIMARILY WITH THE ENTITY MODE OF A TWO MODE DATA MATRIX, WHILE PSYCHOLOGICAL SCALING HAS BEEN CONCERNED WITH THE ATTRIBUTE MODE. OBVIOUSLY, THE TWO ARE INEXTRICABLY INTERRELATED, AS THE MORE SOPHISTICATED DEVELOPMENTS IN FACTOR ANALYSIS HAVE MADE ABUNDANTLY EXPLICIT. IN SPITE OF THIS INTERDEPENDENCE AN OPAQUE, OR AT BEST A TRANSLUCENT, CURTAIN CONTINUES TO HANG BETWEEN PSYCHOMETRIC AND SCALING ACTIVITIES. IT IS HOPED THAT THIS SERIES OF REPORTS MAY BE FOLLOWED BY FULL SCALE PROGRAMS TO INTEGRATE THE TWO FIELDS OF INVESTIGATION, AND THAT RECENT MAJOR DEVELOPMENTS IN MULTIMODE FACTOR ANALYSIS MAY LEAD TO FURTHER INTEGRATION OF PSYCHOMETRIC AND SCALING THEORY WITH LEARNING THEORY AND DEVELOPMENTAL PSYCHOLOGY. OBVIOUSLY, THESE LATTER INVOLVE THE OCCASION MODE OF A THREE MODE DATA MATRIX. THIS REPORT IS CONCERNED WITH THE RELIABILITY AND VALIDITY OF MEASUREMENT. (U)

AD-609 032
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

FACTOR ANALYSIS OF EXPERIMENTAL NONCOGNITIVE MEASURES OF COMBAT POTENTIAL, (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
JUN 64 39P JOHNSON,C. D. ;WATERS,L. K.
;HELME,W. H. ;
REPT. NO. APRO-TRN-147
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, PSYCHOMETRICS), (*PSYCHOMETRICS, ARMY PERSONNEL), (*FACTOR ANALYSIS, ARMY PERSONNEL), PERSONALITY, APTITUDE TESTS, LEADERSHIP, EMOTIONS, STABILITY, MOTIVATION, ATTITUDES, STRESS (PSYCHOLOGY), PERFORMANCE (HUMAN), SELECTION, CORRELATION TECHNIQUES, WARFARE (U)

AS A MEANS OF IDENTIFYING PERSONALITY FACTORS IMPORTANT IN COMBAT POTENTIAL, SCORES ON 19 NONCOGNITIVE APTITUDE TESTS, 5 MEASURES OF AVOCATIONAL INFORMATION, 7 COGNITIVE TESTS OF THE ACB, AND ONE EXPERIMENTAL PERCEPTUAL SPEED MEASURE WERE FACTOR-ANALYZED. RESULTS WERE EXTENDED TO CRITERIA--PEER AND SUPERVISOR RATINGS ON COMBAT POTENTIAL OBTAINED AFTER 16 WEEKS OF AIT AND IN AN OVERSEAS MANEUVER SITUATION AFTER ONE YEAR. COMPARISON WAS MADE WITH A SIMILAR STUDY IN A KOREAN COMBAT SAMPLE. TWO OF EIGHT FACTORS IDENTIFIED--GENERAL COGNITIVE ABILITY AND A MECHANICAL-SOCIAL FACTOR--WERE VALID FOR THE CRITERION OF COMBAT POTENTIAL. THE FIRST FACTOR STOOD UP WELL IN AN INDEPENDENT SAMPLE WHILE THE SECOND WAS SOMEWHAT LESS VALID IN THE CROSS SAMPLE. THE TWO FACTORS VALID IN THE PEACETIME STRUCTURE APPEARED TO REFLECT RATINGS BASED MORE ON THE INDIVIDUAL'S OVERALL COMPETENCE AND READINESS TO DO HIS JOB AND WORK FOR GROUP GOALS, WHEREAS ACTUAL COMBAT RATINGS PLACED GREATER EMPHASIS ON LEADERSHIP AND EMOTIONAL STABILITY UNDER STRESS. RESULTS HAVE BEEN APPLIED AS A CONCEPTUAL FRAMEWORK FOR THE DEVELOPMENT OF EXPERIMENTAL TESTS TO MEASURE THE FACTORS IDENTIFIED. (AUTHOR) (U)

AD-609 112
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS, (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
OCT 64 23P TIEDEMANN,J. G. ;
REPT. NO. APRO-TRR-1139
PROJ: DA-2-J-024701-A-723

UNCLASSIFIED REPORT

DESCRIPTORS: (*MONITORS, OPERATORS (PERSONNEL)), (*PERFORMANCE TESTS, ATTENTION), (*PERFORMANCE (HUMAN), ARMY RESEARCH), (*ARMY PERSONNEL, OPERATORS (PERSONNEL)), HUMAN ENGINEERING, COMMUNICATION SYSTEMS, COMMUNICATION THEORY, SIMULATORS, LABORATORY EQUIPMENT, REACTION (PSYCHOLOGY), BEHAVIOR, MILITARY PSYCHOLOGY (U)

ACTIVITIES WERE DESIGNED TO MEET TWO RELATED RESEARCH REQUIREMENTS: (1) TO DEVELOP GENERAL PRINCIPLES AND TECHNIQUES LEADING TO WORK METHODS THROUGH WHICH TO IMPROVE THE PERFORMANCE OF MONITORING FUNCTIONS IN A VARIETY OF ARMY JOBS; AND (2) TO IMPROVE PERFORMANCE OF INFORMATION MONITORING PERSONNEL WITHIN THE U. S. ARMY SECURITY AGENCY. AS THE CONCEPT OF THE PROBLEM BROADENED, THE OBJECTIVES OF IDENTIFYING AND EVALUATING THOSE FACTORS TENDING TO RAISE OR LOWER THE LEVEL OF MONITOR PERFORMANCE WERE ADDED. THE CURRENT PROGRAM IS ONE OF APPLIED RESEARCH BASED ON SIMULATION OF RELEVANT ASPECTS OF MONITOR JOBS IN A LABORATORY SETTING AND IS ORGANIZED ABOUT THREE MAJOR AREAS--THE NATURE OF MONITORING BEHAVIOR, DETERMINANTS OF MONITOR PERFORMANCE, AND CORRELATES OF MONITOR PERFORMANCE. LABORATORY EXPERIMENTATION IS CONDUCTED IN WHICH THE EFFECTS ON PERFORMANCE OF FACTORS ASSOCIATED WITH SIGNAL, TASK, ENVIRONMENT, AND THE INDIVIDUAL ARE STUDIED IN VARIOUS COMBINATIONS. THE VIGILANCE LABORATORY COMPLETED LATE IN FY 1964, HOUSES AN ELECTRONIC SIMULATOR THROUGH WHICH THE RELEVANT FEATURES OF MONITOR JOBS CAN BE SYSTEMATICALLY VARIED. THE PRESENT REPORT REVIEWS THE HIGHLIGHTS OF FIVE STUDIES CONDUCTED BY THE TASK. (AUTHOR) (U)

AD-609 398
BURROUGHS WELLCOME AND CO U S A INC TUCKAHOE N Y

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI.
SPECIAL TOPICS, (U)

DEC 64 94P HORST,PAUL ;
CONTRACT: NONR-477(33), PHS-MH-00743-08

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-609 201.

DESCRIPTORS: (*PSYCHOMETRICS, TEST CONSTRUCTION (PSYCHOLOGY)), (*TEST CONSTRUCTION (PSYCHOLOGY), PSYCHOMETRICS), PSYCHOLOGY, MEASUREMENT, INTELLIGENCE TESTS, RELIABILITY, PERFORMANCE (HUMAN), ANALYSIS OF VARIANCE, FACTOR ANALYSIS, MATRIX ALGEBRA, STATISTICAL ANALYSIS (U)
IDENTIFIERS: ITEM ANALYSIS (U)

THIS IS ONE PART OF A SERIES OF REPORTS ON PSYCHOLOGICAL MEASUREMENT. IT IS HOPED THAT THESE REPORTS MAY FURTHER THE SYNTHESIS AND INTEGRATION OF PSYCHOMETRICS AND PSY CHOLOGICAL SCALING. THE PROBLEMS AND METHODS OF ITEM ANALYSIS ARE DISCUSSED. SINGLE INDEX AND DUAL INDEX TYPES OF ITEM ANALYSIS, AS WELL AS ITEM ANALYSIS PROCEDURES FOR ITEMS HAVING NO BEST ANSWERS ARE CONSIDERED. THE ADMINISTRATION OF TESTS FOR ITEM ANALYSIS PURPOSES IS DISCUSSED. THE EFFECTS OF SPEEDEDNESS ON TEST SCORE STATISTICS, THE CONSTRUCTION AND SCORING OF SPEEDED TESTS, AND THE ADMINISTRATION OF NO-CORRECT-ANSWER TYPE TESTS ARE CONSIDERED SYSTEMATICALLY. THE EFFECTS OF SAMPLE SELECTION ON STATISTICS IS EVALUATED. A PARTIAL TREATMENT OF PSYCHOLOGICAL PROCESSES AS A FUNCTION OF AGE IS GIVEN. (U)

AD-609 508
CARNEGIE INST OF TECH PITTSBURGH PA GRADUATE SCHOOL OF INDUSTRIAL ADMINISTRATION

THE EFFECTS OF GOAL DIFFICULTY ON PERFORMANCE: A FIELD EXPERIMENT, (U)

NOV 64 30P STEDRY,ANDREW C. ;KAY, EMANUEL ;
REPT. NO. ONR-RM-135
CONTRACT: NONR76024
PROJ: NR047 048

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE (HUMAN), PERFORMANCE TESTS), (*MOTIVATION, PERFORMANCE (HUMAN)), PERCEPTION (PSYCHOLOGY), DECISION MAKING, PSYCHOMETRICS, BEHAVIOR, THEORY, ANALYSIS (U)
IDENTIFIERS: GOALS (PSYCHOLOGY) (U)

PERCEPTIONS OF A GOAL IN AN AREA AS CHALLENGING, EASY, AND IMPOSSIBLE DID NOT PRODUCE PERFORMANCE IMPROVEMENT IN THAT ORDER IN THE AREA; NOR DID PERFORMANCE IN THE OTHER AREA FOLLOW THE REVERSE ORDER. SAMPLE SIZE WAS INSUFFICIENT TO TEST THE GREATER EFFECT TO TWO DIFFICULT GOALS ON PRODUCTION OF IMPOSSIBLE PERCEPTIONS. SUPPORT WAS PROVIDED FOR THE PROPOSITION THAT DIFFICULT GOALS PERCEIVED AS IMPOSSIBLE PRODUCED POORER PERFORMANCE IMPROVEMENT THAN GOALS PERCEIVED EITHER AS EASY OR CHALLENGING. FURTHER ANALYSIS OF THE DATA REVEALED THAT, HAD THE PERFORMANCE HYPOTHESES BEEN STATED IN THE ABSENCE OF PERCEPTION -- I.E., DIFFICULT GOALS WILL PRODUCE EITHER VERY GOOD OR VERY POOR PERFORMANCE RELATIVE TO NORMAL GOALS -- CONFIRMATION WOULD HAVE BEEN OBTAINED. FUTHERMORE, DIFFICULT GOALS IN AN AREA APPEARED TO BE ASSOCIATED WITH EXTREMES IN PERFORMANCE WHEN THE OTHER AREA HAD A DIFFICULT GOAL, BUT THIS EFFECT WAS NOT OBSERVED WITH A NORMAL GOAL IN THE SECOND AREA. FINALLY, ALTHOUGH PERCEPTIONS WERE NOT SUCCESSFUL IN PREDICTING PERFORMANCE IN ONE AREA, THE COMBINED PERFORMANCE IN THE TWO AREAS COULD BE REPRESENTED QUITE WELL AS A LINEAR FUNCTION OF THE GOAL PERCEPTIONS IN THE TWO AREAS. (AUTHOR) (U)

UNCLASSIFIED

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-609 546
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS, (U)

AUG 64 9P GUNDERSON,E. K. ERIC ;
REPT. NO. NMNRU-64-19
PROJ: MR005.12
TASK: MR005.12.20

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PSYCHOLOGY, POLAR REGIONS), (*PERFORMANCE (HUMAN), NAVAL PERSONNEL), (*PSYCHOMETRICS, NAVAL PERSONNEL), SOCIOMETRICS, LEADERSHIP, STRESS (PSYCHOLOGY), BEHAVIOR, ADJUSTMENT (PSYCHOLOGY), PERSONALITY (U)
IDENTIFIERS: OPERATION DEEP FREEZE (U)

PERFORMANCE EVALUATIONS (ENLISTED PERFORMANCE EVALUATION MARKS) OF APPLICANTS FOR OPERATION DEEP FREEZE WERE COMPARED WITH THOSE OF OTHER NAVAL PERSONNEL, AND VOLUNTEERS WITH DIFFERENT AMOUNTS OF EXPERIENCE WERE COMPARED WITH EACH OTHER. PERFORMANCE RATINGS FOR DEEP FREEZE CANDIDATES WERE HIGHER THAN THOSE OF OTHER NAVAL PERSONNEL OF COMPARABLE EXPERIENCE. IT WAS CONCLUDED THAT SPECIAL STANDARDS OR NORMS SHOULD BE ESTABLISHED TO AID IN SELECTION OF THE BEST QUALIFIED MEN FROM THIS POPULATION AND THAT SEPARATE NORMS ARE REQUIRED FOR EVALUATING PERFORMANCE RECORDS OF THOSE EXPERIENCED NAVAL PERSONNEL. THE LEADERSHIP TRAIT MAY BE MORE DISCRIMINATING THAN OTHER TRAITS IN THIS POPULATION. (AUTHOR) (U)

AD-609 605
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES
PALO ALTO CALIF

STUDY OF TRAINING PERFORMANCE EVALUATION TECHNIQUES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
OCT 64 82P ANGELL,DAVID ;SHEARER,JAMES W. ;BERLINER,DAVID C.;
CONTRACT: N61339 1449
MONITOR: NAVTRADEVCEN , 1449 1

UNCLASSIFIED REPORT

DESCRIPTORS: (*TRAINING DEVICES, EFFECTIVENESS), (*TRAINING, PERFORMANCE TESTS), SIMULATORS, SIMULATION, PERFORMANCE (HUMAN), BEHAVIOR, MEASUREMENT, RECORDING SYSTEMS, AUTOMATIC, INSTRUCTORS, SYSTEMS ENGINEERING, TEST EQUIPMENT, MILITARY TRAINING, COMPUTERS, PILOTS, DATA (U)

THE REPORT DISCUSSES PERFORMANCE EVALUATION IN THE TRAINING ENVIRONMENT, SPECIFICALLY IN TRAINING SITUATIONS INVOLVING THE USE OF SIMULATORS AND OTHER COMPLEX TRAINING EQUIPMENT. THE IMPORTANT VARIABLES INVOLVED IN DEVELOPING A SYSTEM OF PERFORMANCE EVALUATION ARE SEEN AS (1) TYPES OF BEHAVIORS, (2) TYPES OF MEASURES OR MENSURAL INDICES, AND (3) TYPES OF INSTRUMENTS FOR RECORDING PERFORMANCE. FACTORS RELATING TO THESE VARIABLES ARE DISCUSSED, AND SOME OF THEIR INTERRELATIONSHIPS ARE DELINEATED. MATRICES WHICH FACILITATE THE CONSIDERATION OF INTERRELATIONSHIPS AMONG THE THREE VARIABLES ARE PRESENTED. AN ILLUSTRATIVE APPLICATION OF AN AUTOMATIC TRAINING/ EVALUATION SYSTEM IS GIVEN. (AUTHOR) (U)

AD-609 811
AEROSPACE MEDICAL RESEARCH LABS WRIGHT-PATTERSON AFB OHIO

TRACKING PERFORMANCE AS A FUNCTION OF EXPONENTIAL DELAY AND LEARNING. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
NOV 64 20P LEVINE,MARVIN ;SENDERS,JOHN W. ;MORGAN,ROSS L. ;DOXTATER,LOUISE ;
PROJ: 1710
MONITOR: AMRL , TR64 104

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH ANTIOCH COLL., YELLOW SPRINGS, OHIO, CONTRACT AF18 600 50.

DESCRIPTORS: (*PERFORMANCE TESTS, TRACKING), (*TRACKING, PERFORMANCE (HUMAN)), LEARNING, TRAINING, MOTOR REACTIONS, DISPLAY SYSTEMS, CATHODE RAY TUBES, DELAY CIRCUITS, ANALYSIS OF VARIANCE (U)
IDENTIFIERS: MAN-MACHINE SYSTEMS (U)

EIGHTY SUBJECTS PERFORMED A ONE-DIMENSIONAL COMPENSATORY TRACKING TASK FOR 55 ONE-MINUTE TRIALS. THE SUBJECTS WERE DIVIDED INTO FIVE SEPARATE GROUPS AND EACH GROUP PERFORMED THE TASK WITH A DIFFERENT EXPONENTIAL DELAY BETWEEN THE CONTROL INPUT AND THE DISPLAY, A DOT OF LIGHT ON A CATHODE RAY TUBE. THE TIME CONSTANTS FOR THE EXPONENTIAL DELAYS WERE 0.015 SECONDS, 0.150 SECONDS, 0.900 SECONDS, 2.100 SECONDS AND 3.000 SECONDS RESPECTIVELY. THE RESULTS INDICATE THAT TIME-ON-TARGET SCORES DECREASE WITH INCREASING DELAY. FOR DELAYS GREATER THAN 0.150 SECONDS, THE DECREASE IS LINEAR. THERE IS A SHARPER DECREASE IN PERFORMANCE FROM 0.015 SECONDS DELAY TO 0.150 SECONDS DELAY THAN FOR OTHER PORTIONS OF THE FUNCTION. INCREASED PRACTICE CHANGES THE LEVEL, BUT NOT THE SHAPE, OF THE TOTAL FUNCTION. THE EFFECTS OF DELAY AND LEARNING WERE WITHIN THE SAME RANGE, INDICATING THAT A GIVEN LEVEL OF SYSTEM PERFORMANCE OFTEN CAN BE ACHIEVED EITHER BY ALTERING THE DELAY OR BY TRAINING THE OPERATOR. HOWEVER, PERFORMANCE IS MAXIMIZED IF DELAY IS REDUCED AND THE OPERATOR IS TRAINED. (AUTHOR) (U)

AD-610 489
HUMAN FACTORS RESEARCH INC LOS ANGELES CALIF

RESEARCH ON THE DEVELOPMENT OF SHIPBOARD PERFORMANCE MEASURES AND PERFORMANCE JUDGMENTS. (U)

DESCRIPTIVE NOTE: FINAL REPT.
JAN 65 26P
CONTRACT: NONR124100
PROJ: NR153 165

UNCLASSIFIED REPORT

DESCRIPTORS: (*SUBMARINE PERSONNEL, PERFORMANCE TESTS), (*PERFORMANCE TESTS, SUBMARINE PERSONNEL), PERFORMANCE (HUMAN), PSYCHOMETRICS, APTITUDE TESTS, ATTITUDES, OFFICER PERSONNEL, NAVAL PERSONNEL, STRESS (PSYCHOLOG(U)
IDENTIFIERS: JUDGMENT, PREDICTION (U)

SUMMARIES ARE PRESENTED OF RESEARCH CONDUCTED ON THE MEASUREMENT OF THE PERFORMANCE OF ENLISTED PERSONNEL SERVING ABOARD SUBMARINES. TOPICS INCLUDE: (1) THE USE OF PRACTICAL PERFORMANCE TESTS; (2) COMPARISONS OF RATED AND TESTED ABILITIES TO DO CERTAIN JOB TASKS; (3) INTERRELATIONSHIPS BETWEEN APTITUDE TEST SCORES, PERFORMANCE IN SUBMARINE SCHOOL, AND SUBSEQUENT PERFORMANCE IN SUBMARINES: (4) PERFORMANCE UNDER STRESS; (5) FACTOR ANALYTIC STUDIES OF APTITUDES, INTERESTS, AND PRACTICAL PERFORMANCE SKILLS FOR NAVY MACHINERY REPAIRMAN STUDENTS; (6) PREDICTABILITY OF RATINGS; (7) COMPARISON OF SUPERVISORY RATINGS AND PRACTICAL PERFORMANCE TESTS; (8) FACTORS INFLUENCING JUDGMENT OF HUMAN PERFORMANCE; (9) RATERS' SKILLS AND ATTITUDES; AND (10) INFLUENCE OF UNUSUAL PERFORMANCES AND TIME-ORDER ON PERFORMANCE JUDGMENT. AN INDEX OF REPORTS PREPARED UNDER THIS CONTRACT IS ALSO GIVEN. (U)

AD-612 673
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE RELATIONSHIP BETWEEN THE RANK OF INCOMING OFFICERS AND COMPLETION OF FLIGHT TRAINING, (U)

NOV 64 15P HUTCHINS,CHARLES W. ,JR.;
REPT. NO. MR-005.13-3003-R-41 ,NSAM-911
TASK: 1

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, NAVAL TRAINING), (*AVIATION PERSONNEL, NAVAL TRAINING), (*NAVAL TRAINING, MATHEMATICAL PREDICTION), NAVAL PERSONNEL, MARINE CORPS, CORRELATION TECHNIQUES, FACTOR ANALYSIS, DISTRIBUTION (U)
IDENTIFIERS: ATTRITION PROCESSES, FLIGHT TRAINING (U)

THE 1636 U. S. NAVY AND MARINE OFFICERS WHO ENTERED FLIGHT TRAINING DURING THE CALENDAR YEARS OF 1960 AND 1961 WERE COMPARED ON VARIOUS TYPES OF ATTRITION IN ORDER TO DETERMINE IF THERE WERE ANY SIGNIFICANT DIFFERENCES IN ATTRITION ASSOCIATED WITH RANK. A SECOND PART OF THE STUDY WAS DEVOTED TO THE INVESTIGATION OF RANK AS A PREDICTOR VARIABLE. THE RESULTS INDICATED THAT THE HIGHER RANKING OFFICERS HAD A HIGHER ATTRITION RATE, MAINLY IN THE CATEGORY OF VOLUNTARY WITHDRAWAL. THE RANK OF THE INCOMING OFFICER WHEN USED AS A PREDICTOR VARIABLE SIGNIFICANTLY INCREASED THE VALIDITY OF PREDICTING BOTH COMPLETION OF FLIGHT TRAINING AND VOLUNTARY WITHDRAWAL FROM THIS TRAINING. (AUTHOR) (U)

AD-614 243
NORTH AMERICAN AVIATION INC COLUMBUS OHIO

EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGHSPEED FLIGHT, (U)

FEB 65 93P SOLIDAY,STANLEY M. ;
CONTRACT: DA44 177AMC66T
PROJ: 1D131201D159
MONITOR: TRECOM , TR-64-69

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE (HUMAN), FLIGHT SIMULATORS), (*PILOTS, PERFORMANCE TESTS), (*FLIGHT, LOW ALTITUDE), REACTION (PSYCHOLOGY), REFLEXES, ANALYSIS OF VARIANCE, LEARNING, FATIGUE (PHYSIOLOGY), JOB ANALYSIS, AIRSPEED, TERRAIN, NAVIGATION, CONTROL SYSTEMS, JET PLANES, INSTRUMENT PANELS, ACCELERATION TOLERANCE, ANALOG COMPUTERS (U)

THE EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE, HIGH-SPEED FLIGHT WERE STUDIED. APPROXIMATELY 210 HOURS OF FLIGHT WERE MADE BY EXPERIENCED PILOTS IN A MOVING-BASE SIMULATOR THAT HAD A TOTAL VERTICAL TRAVEL OF 12 FEET AND AN ACCELERATION CAPABILITY OF = 6G. THE FLIGHTS WERE MADE OVER SEVERAL TYPES OF TERRAIN AT SEVERAL AIRSPEEDS UNDER DIFFERENT CONDITIONS OF NAVIGATION TASK AND EMERGENCY TASK LOADING. MEDIUMHEAVY TURBULENCE WAS SIMULATED FOR ALL FLIGHTS. DATA WERE ANALYZED IN TERMS OF HUMAN PERFORMANCE ASPECTS OF THE MISSIONS. (AUTHOR) (U)

AD-614 835
DIRECTORATE OF CIVILIAN PERSONNEL (AF) WASHINGTON D C
PERSONNEL RESEARCH BRANCH

DEVELOPING A BATTERY OF PREDICTORS FOR SELECTION OF
AIR FORCE WRITERS. I. PRETESTING MEASURES OF
ENGLISH USAGE AND MECHANICS, (U)

OCT 64   27P   TELLER,JAMES D. ;
REPT. NO. RR-64-1

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: AVAILABLE COPY WILL NOT PERMIT FULLY LEGIBLE REPRODUCTION

DESCRIPTORS: (*AIR FORCE PERSONNEL, SELECTION), (*PSYCHOMETRICS, AIR FORCE PERSONNEL), LANGUAGE, MANPOWER STUDIES, OFFICER PERSONNEL, FACTOR ANALYSIS, TESTS, TEST METHODS (U)
IDENTIFIERS: ENGLISH LANGUAGE, PREDICTION, WRITING (U)

A COLLEGE-LEVEL TEST OF USAGE AND MECHANICS (FORM LA OF THE COOPERATIVE ENGLISH EXPRESSION TEST) WAS ADMINISTERED TO 102 HIGHER LEVEL CIVILIAN EMPLOYEES ASSIGNED TO HEADQUARTERS USAF. THESE EMPLOYEES ESTIMATED THE TIME SPENT IN PRODUCING NINE TYPES OF WRITTEN PRODUCTS, SUCH AS, LETTERS AND TECHNICAL REPORTS. IN ADDITION, THE EXECUTIVES WHO REVIEW THESE NINE TYPES OF PRODUCTS RATED THE EXTENT TO WHICH EACH TYPE MET THEIR STANDARDS OF USAGE, SPELLING, PUNCTUATION, AND CAPITALIZATION AND ALSO RATED THE OVERALL EFFECTIVENESS OF ALL THE PRODUCTS AS A WHOLE AND THE POTENTIAL OF THE WRITER FOR ASSUMING WRITING TASKS OF INCREASED SCOPE AND DIFFICULTY. THE RANGE OF THE PEARSON PRODUCT MOMENT COEFFICIENTS OF CORRELATION OF THESE CRITERION VARIABLES SHOWS EITHER THAT WE ARE DEALING WITH A VERY COMPLEX CRITERION OR WITH ONE THAT IS EXTREMELY VAGUE. HOWEVER, IF WE ARE WILLING TO SETTLE FOR THE RATING OF WRITING POTENTIAL BY THESE EXECUTIVES, THE CORRELATION OF THE TEST WITH THIS CRITERION IS .33 WHICH IS WELL ABOVE THE 1% LEVEL OF STATISTICAL SIGNIFICANCE AND EXPLAINS ABOUT 11% OF THE VARIANCE ASSOCIATED WITH THIS CRITERION. (AUTHOR) (U)

AD-615 631
NEBRASKA UNIV LINCOLN

A STUDY OF AIR FORCE PERSONNEL PROBLEMS ASSOCIATED WITH REMOTE OR ISOLATED ASSIGNMENTS. (U)

DESCRIPTIVE NOTE: MASTER'S THESIS,
65 119P LADDS,JACK E. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE PERSONNEL, ARCTIC REGIONS), (*MILITARY PSYCHOLOGY, AIR FORCE PERSONNEL), POLAR REGIONS, ADJUSTMENT (PSYCHOLOGY), MILITARY FACILITIES, EARLY WARNING SYSTEMS, MILITARY REQUIREMENTS, PHYSICAL FITNESS, MOTIVATION, LEADERSHIP, MANPOWER STUDIES, WAGES, STRESS (PSYCHOLOGY), SELECTION (U)

CONCLUSIONS: (1) THE SECURITY OF THE US AND THE FREE WORLD IS ENDANGERED BY THE INABILITY OF THE AIR FORCE TO RETAIN ITS SKILLED AND 'HARD CORE' TECHNICIANS BEYOND THEIR FIRST ENLISTMENT. (2) LIVING CONDITIONS AND RECREATIONAL FACILITIES ARE UNSUITABLE AT REMOTE OVERSEAS STATIONS. THE BENEFITS DERIVED BY IMPROVING THESE FACILITIES WOULD PROBABLY BE OFFSET BY SAVINGS IN TRAINING COSTS THAT WOULD ACCRUE FROM A HIGHER RETENTION RATE. THIS WOULD, IN TURN, RELIEVE THE TEDIUM OF MONOTONY. (3) THE PROPOSED RATES OF MONTHLY BASIC PAY FALL SHORT OF RAISING MILITARY COMPENSATION TO A LEVEL COMPARABLE TO THAT IN OTHER SEGMENTS OF OUR ECONOMY AND THE FEDERAL GOVERNMENT. (4) THERE IS A NEED FOR A STATUS SYMBOL OR RECOGNITION FACTOR TO INCREASE PRESTIGE OF MEN AT REMOTE SITES. (5) EFFORTS TO DEVELOP AND UTILIZE SELECTION TECHNIQUES AS A MEANS OF MINIMIZING PERSONAL ADJUSTMENT PROBLEMS, AND THUS IMPROVE MORALE AND RETENTION OF PERSONNEL ASSIGNED TO ISOLATED STATIONS, HAVE PROVEN ONLY MARGINALLY SUCCESSFUL. IT WOULD BE MORE DESIRABLE TO CONCENTRATE SELECTION EFFORTS PRINCIPALLY ON SCREENING OUT THE EXTREMELY UNFIT. (6) THE AIR FORCE LACKS AN ADEQUATE PERSONALIZED SCREENING AND SELECTION PROCESS TO IDENTIFY KEY PERSONNEL POSSESSING THOSE LEADERSHIP QUALITIES NEEDED TO INSURE ACCOMPLISHMENT OF THE STATION MISSION. (AUTHOR) (U)

AD-616 316
LOCKHEED MISSILES AND SPACE CO SUNNYVALE CALIF

AN INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT CREWS, (U)

APR 65 26P LINCOLN,R. S. ;MANGELSDORF,J. E.
;
REPT. NO. 6-65-65-15

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: A PAPER PRESENTED AT THE SYMPOSIUM ON HUMAN PHYSIOLOGICAL AND PERFORMANCE DETERMINANTS OF MANNED SPACE SYSTEMS DESIGN, HELD AT SAN FERNANDO VALLEY STATE COLLEGE 14 APR 65.

DESCRIPTORS: (*SPACE CREWS, PHYSIOLOGY), (*ASTRONAUTS, PERFORMANCE TESTS), (*SPACE MEDICINE, TELEMETER SYSTEMS), PERFORMANCE(HUMAN), MANNED SPACECRAFT, SPACE FLIGHT, MONITORS, DISPLAY SYSTEMS, DATA PROCESSING SYSTEMS, DIGITAL COMPUTERS, ELECTROCARDIOGRAPHY, SYMPOSIA (U)

RECOGNIZING THE NEED FOR A COMPREHENSIVE CREWMONITORING PROGRAM, THE LOCKHEED MISSILES AND SPACE COMPANY HAS INITIATED AN INDEPENDENT DEVELOPMENT PROJECT CONCERNED WITH ALL MAJOR ASPECTS OF CREW MONITORINGFROM THE DEVELOPMENT OF MEASUREMENT TECHNIQUES TO THE INTERPRETATION OF PROCESSED DATA. THE OBJECTIVES OF THE PROJECT ARE: (1) TO DEVELOP AN AUTOMATIC SYSTEM TO ASSIST IN MONITORING CREW PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE, AND (2) TO DEVELOP DIGITAL TECHNIQUES FOR PROCESSING, DISPLAYING, AND ANALYZING OBTAINED DATA. (AUTHOR) (U)

AD-616 731
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

USE OF HIGH SCHOOL RECORD INFORMATION IN PREDICTING SUCCESS IN ELECTRONICS TRAINING, (U)

MAR 65 16P JUDY,CHESTER J. ;
REPT. NO. PRL-TR-65-5
PROJ: 7719
TASK: 771906

UNCLASSIFIED REPORT

DESCRIPTORS: (•AIR FORCE PERSONNEL, ELECTRONIC TECHNICIANS), (•ELECTRONIC TECHNICIANS, SELECTION), EDUCATION, TRAINING, APTITUDE TESTS, MATHEMATICAL PREDICTION, PERFORMANCE(HUMAN) (U)

HIGH SCHOOL RECORD INFORMATION (ALONG WITH TEST INFORMATION) WAS USED TO PREDICT TECHNICAL SCHOOL PERFORMANCE OF 433 AIRMEN COMPLETING AIR FORCE COURSES FOR WHICH A SCORE OF 80 ON THE ELECTRONICS APTITUDE INDEX WAS RECOMMENDED. IT WAS FOUND THAT PRESENTLY USED INFORMATION ON THE COMPLETION OF FIVE HIGH SCHOOL COURSES IS USEFUL IN ADDING TO THE PREDICTION OF A TECHNICAL SCHOOL GRADE CRITERION, AND THAT INFORMATION ON OTHER HIGH SCHOOL COURSES IMPROVES THIS PREDICTION SIGNIFICANTLY. A FURTHER INCREASE IN THE PREDICTIVE UTILITY OF HIGH SCHOOL RECORD INFORMATION CAN BE REALIZED IF LEVEL-OF-PERFORMANCE INFORMATION ON CERTAIN HIGH SCHOOL COURSES IS ADDED TO COMPLETION DATA ON THOSE SAME COURSES. (AUTHOR) (U)

AD-617 294
WASHINGTON UNIV SEATTLE

THE LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES. (U)

DESCRIPTIVE NOTE: DOCTORAL THESIS,
65 214P HOLLOMAN,CHARLES RUSSELL ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, BEHAVIOR), (*SUPERVISORY PERSONNEL, MILITARY ORGANIZATIONS), (*PERSONNEL MANAGEMENT, MILITARY PSYCHOLOGY), MILITARY PERSONNEL, CIVILIAN PERSONNEL, AIR FORCE PERSONNEL, OFFICER PERSONNFL, ATTITUDES, PERSONALITY, PERCEPTION(PSYCHOLOGY), SOCIAL PSYCHOLOGY, STATISTICAL ANALYSIS (U)

THE STUDY WAS UNDERTAKEN TO DETERMINE THE VARIATION IN PERCEPTIONS WHICH SUPERIORS AND SUBORDINATES HAVE OF THE LEADERSHIP ROLE OF FIRST-LINE MILITARY AND CIVILIAN SUPERVISORS IN AN AIR FORCE ORGANIZATION. A SECONDARY PURPOSE OF THE STUDY WAS TO DETERMINE WHETHER MILITARY AND CIVILIAN SUPERVISORS TEND TO BE SUPERIOR-ORIENTED OR SUBORDINATE-ORIENTED IN THEIR LEADERSHIP BEHAVIOR ATTITUDES. THE GENERAL HYPOTHESIS WAS THAT THERE ARE DIFFERENTIATED PERCEPTIONS OF THE LEADERSHIP ROLE OF THE SUPERVISOR BOTH BETWEEN AND WITHIN THE TWO PERSONNEL COMPONENTS (SUPERIORS AND SUBORDINATES) WITH WHICH THE SUPERVISOR MUST INTERACT. EIGHT SPECIFIC HYPOTHESES WERE FORMULATED WITH RESPECT TO THE RESEARCH OBJECTIVES. (U)

AD-619 169
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE TEST. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
JUN 65 25P SHEARS,LOYDA ;SWANSON, LEONARD ;
REPT. NO. STB-65-17
PROJ: 2 1604 02 0152

UNCLASSIFIED REPORT

DESCRIPTORS: (*APTITUDE TESTS, NAVAL PERSONNEL), (*NAVAL PERSONNEL, SELECTION), (*NAVAL TRAINING, UNIVERSITIES), OFFICER PERSONNEL, EDUCATION, STUDENTS, CORRELATION TECHNIQUES (U)

THE PURPOSE OF THIS STUDY WAS TO EVALUATE THE EFFECTIVENESS OF THE NCAT ADMINISTERED IN DECEMBER 1961 FOR PREDICTING FRESHMAN COLLEGE GPA AND NAVAL SCIENCE COURSE GRADES. HIGH SCHOOL RATINGS WERE VALIDATED ALONG WITH NCAT TOTAL AND SUBTEST SCORES FOR 1345 MIDSHIPMENT FROM 42 OF THE 52 COLLEGES PARTICIPATING IN THE NROTC (REGULAR) PROGRAM. ANALYSES WERE MADE FOR EACH SCHOOL AND FOR THE ENTIRE SAMPLE. VALIDITIES OF NCAT SUBTEST AND TOTAL SCORES WERE LOWER THAN THOSE OBTAINED IN THREE EARLIER YEARS. THE VALIDITY OF HIGH SCHOOL RATINGS FOR THE 1961 SAMPLE, HOWEVER, WAS SIMILAR TO THOSE PREVIOUSLY OBTAINED. RESULTS OF ITEM ANALYSIS OF ONE NCAT SUBTEST SUGGESTED THAT IMPROVED ITEM SELECTION PROCEDURES WOULD BE REQUIRED TO INCREASE NCAT VALIDITY TO EARLIER VALIDITY LEVELS. (AUTHOR) (U)

AD-619 412
SCHOOL OF AEROSPACE MEDICINE BROOKS AFB TEX

HUMAN FLIGHT BEHAVIOR IN GROUPS. (U)

DESCRIPTIVE NOTE: AEROMEDICAL REVIEWS,
JUL 58 24P SELLS,S. B. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*FLIGHT CREWS, EFFECTIVENESS), (*GROUP DYNAMICS, FLIGHT CREWS), LEADERSHIP, ATTITUDES, PERSONNEL MANAGEMENT, PERFORMANCE(HUMAN), MILITARY PERSONNEL, PSYCHOMETRICS, PERSONALITY (U)
IDENTIFIERS: MAN-MACHINE SYSTEMS (U)

A SURVEY OF RESEARCH WAS PRESENTED ON GROUP BEHAVIOR ORIENTED TO PROBLEMS OF AIRCREW PROFICIENCY. A COMMON SEMANTIC PROBLEM WAS CLARIFIED WHICH INVOLVES THE DISTINCTION BETWEEN TERMS DESCRIPTIVE OF BEHAVIOR AND THOSE DESCRIPTIVE OF GROUP FUNCTIONING. THIS WAS ILLUSTRATED WITH REFERENCE TO THE TERMS LEADERSHIP AND MORALE. THE SURVEY WAS ORGANIZED IN TERMS OF A FRAME OF REFERENCE WITHIN WHICH TOP MANAGEMENT LEVELS MIGHT CONSIDER APPLICATION OF PRINCIPLES OF GROUP BEHAVIOR TO INCREASE GROUP EFFECTIVENESS. APPROACHES TO UTILIZATION CONSIDERED WERE THE STRUCTURAL APPROACH, GROUP DYNAMICS, AND THE GROUP AS A MAN-MACHINE SYSTEM. (U)

AD-620 017
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE USE OF PROCUREMENT SOURCE AS A PREDICTOR OF SUCCESS IN TRAINING. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.,
JUL 65 19P WHERRY,ROBERT J. ,JR.;
HUTCHINS,CHARLES W. ,JR.;
REPT. NO. SR-65-5

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY TRAINING, MATHEMATICAL PREDICTION), (*AVIATION PERSONNEL, TRAINING), STUDENTS, EFFECTIVENESS, SELECTION, ARMED FORCES PROCUREMENT, OFFICER PERSONNEL, SOURCES (U)

THE PROCUREMENT SOURCE OF ENTERING FLIGHT STUDENTS WAS SUBJECTED TO THE PSEUDO-VARIABLE TECHNIQUE OF WHERRY, JR., AND THEN EVALUATED FOR ITS VALUE AS A PREDICTOR OF SUCCESSFUL COMPLETION OF FLIGHT TRAINING. THE INCLUSION OF PROCUREMENT SOURCE INTO THE MULTIPLE PREDICTION FORMULAE RESULTED IN INCREASED PREDICTION VALIDITY FOR ALL THREE CRITERIA: COMPLETE VERSUS ATTRITE, DOR VERSUS OTHER, AND FLIGHT FAILURE VERSUS OTHER. (AUTHOR) (U)

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-620 272
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
OCT 56 36P VINACKE,W. E. ;
PROJ: NM001 109 101
MONITOR: NAVMED , NM-001-109-101-6

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, LEADERSHIP), (*OFFICER PERSONNEL, PSYCHOMETRICS), SELECTION, PERSONALITY, MILITARY TRAINING, BEHAVIOR (U)

THE REPORT PRESENTS A 'TEST CASE' FOR THE VALIDITY OF THE OFFICER-LIKE QUALITIES RATING, TOGETHER WITH ANALYSES OF THE VALIDITY OF OTHER MEASURES OF 'NONTECHNICAL' ASPECTS OF TRAINING. THESE INCLUDE PEER NOMINATIONS, CADET OFFICERSHIP, AND RECORDS OF DELINQUENCY AND DEMERITS. CERTAIN INTERNAL PROPERTIES OF THE OLQ RATING ARE EXAMINED, ESPECIALLY THE INCIDENCE OF SUBSTANDARD CHECKS. THE CRITERION OF VALIDITY WAS JUDGMENT OF ACCEPTABILITY AS AN OFFICER MADE BY SENIOR OFFICERS IN THE FLEET. IN GENERAL, EVIDENCE REVEALS THAT SATISFACTORY MEN DIFFER FROM UNSATISFACTORY MEN THROUGHOUT TRAINING. AVAILABLE MEASURES POSSESS SUFFICIENT VALIDITY FOR PREDICTION PURPOSES. IT IS SUGGESTED THAT OFFICERLIKENESS INVOLVES TRAITS OF MILITARY BEHAVIOR, LEADERSHIP, ACCEPTABILITY AS A PERSON, AND DEVOTION TO DUTY. PROPOSALS TO IMPROVE THE MEASUREMENT OF OFFICERLIKENESS ARE CONSIDERED. (AUTHOR) (U)

AD-621 700
ARMY PERSONNEL RESEARCH OFFICE WASHINGTON D C

VALIDATION OF EXPERIMENTAL TOOL AND TRADE KNOWLEDGE TESTS. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
AUG 65 26P HELME,WILLIAM H. ;
REPT. NO. APRO-TRN-157
PROJ: DA-2-J-024701-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, SELECTION),
(*PSYCHOMETRICS, EFFECTIVENESS), APTITUDE TESTS,
ARMY TRAINING, OPTIMIZATION,
PERFORMANCE(HUMAN), CORRELATION TECHNIQUES (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

THE PURPOSE OF THE RESEARCH IS TO DEVELOP NEW AND REPLACEMENT TESTS FOR THE ARMY CLASSIFICATION BATTERY AND TO MAINTAIN THE EFFECTIVENESS OF THE BATTERY SO THAT THE ARMY CAN MAKE OPTIMAL USE OF THE POTENTIAL AND DEVELOPED SKILLS OF ENLISTED MEN. IN PARTICULAR, UPDATED MEASURES OF MECHANICAL INFORMATION WERE NEEDED WHICH WOULD BETTER PREDICT PERFORMANCE IN CONSTRUCTION AND RELATED MECHANICAL JOBS REQUIRING MODERATE TECHNICAL SKILLS. EXPERIMENTAL TOOL KNOWLEDGE AND TRADE KNOWLEDGE MEASURES WERE DEVELOPED AND ADMINISTERED TO SAMPLES OF ENLISTED MEN IN ADVANCED INDIVIDUAL TRAINING COURSES IN FIVE CONSTRUCTION JOB AREAS. ONE MEASURE OF TOOL KNOWLEDGE AND TWO OF TRADE KNOWLEDGE WERE DERIVED IN EACH SAMPLE. THE 25-ITEM TESTS WERE CROSS-VALIDATED IN INDEPENDENT SAMPLES. PARAMETER VALUES WERE OBTAINED IN A GENERAL ENLISTED INPUT SAMPLE (N=616). COMPOSITES IN WHICH THE EXPERIMENTAL TESTS WERE SUBSTITUTED FOR OPERATIONAL ACB MECHANICAL APTITUDE MEASURES WERE COMPARED WITH ACB COMPOSITES IN TERMS OF PREDICTIVE EFFECTIVENESS. CONTRIBUTION OF THE NEW TESTS TO DIFFERENTIAL CLASSIFICATION WAS ESTIMATED FROM THEIR REGRESSION WEIGHTS AS PART OF THE FULL ACB. THE 25-ITEM TOOL KNOWLEDGE AND TRADE KNOWLEDGE TESTS WERE GENERALLY MORE EFFECTIVE PERDICTORS OF TRAINING PERFORMANCE IN THE FIVE CONSTRUCTION MOS THAN THE CURRENTLY OPERATIONAL MECHANICAL APTITUDE AND SHOP MECHANICS TESTS. AS COMPONENTS OF APTITUDE AREA SCORES, THE NEW TESTS ALSO GAVE PROMISE OF BETTER DIFFERENTIAL PREDICTION (U)
OF PERFORMANCE THAN IS ACHIEVED WITH MA OR MS.

AD-622 186
NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

THE RELATIONSHIP OF SCORES ON FORM 3, OFFICER QUALIFICATION TEST, TO GRADES IN THE OFFICERS' SUBMARINE SCHOOL, NEW LONDON, CONNECTICUT,   (U)

NOV 43   3P   BARTLETT,NEIL R. ;
REPT. NO. NMRL-32A

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, PSYCHOMETRICS), (*SUBMARINE PERSONNEL, SELECTION), NAVAL PERSONNEL, STUDENTS, CORRELATION TECHNIQUES   (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS   (U)

FORM 3 OF THE OFFICER QUALIFICATION TEST WAS ADMINISTERED TO THE CANDIDATES REPORTING TO THE SUBMARINE BASE, NEW LONDON, FOR THE CURRENT CLASS IN OFFICERS' SUBMARINE SCHOOL. THE MEAN AND STANDARD DEVIATIONS FOR THIS GROUP ARE REPORTED, AND IT IS NOTED THAT THERE IS A CORRELATION OF +0.404 BETWEEN TEST SCORES AND SUBMARINE SCHOOL GRADES. (AUTHOR)   (U)

DDC REPORT BIBLIOGRAPHY   SEARCH CONTROL NO. /ZHK20

AD- 22 215
NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST, FORM X-1 (NAVPERS-16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL,   (U)

AUG 44   6P   BARTLETT,N. R. ;
REPT. NO. MRL-43
PROJ: X382

UNCLASSIFIED REPORT

DESCRIPTORS: (*PSYCHOMETRICS, CORRELATION TECHNIQUES), (*OFFICER PERSONNEL, SELECTION), (*SUBMARINE PERSONNEL, SELECTION), APTITUDE TESTS, STUDENTS, ACHIEVEMENT TESTS   (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS   (U)

MEANS AND STANDARD DEVIATIONS OF TEST SCORES ARE REPORTED FOR A POPULATION OF COMMISSIONED CANDIDATES FOR SUBMARINE SCHOOL. CORRELATION COEFFICIENTS SHOWING THE RELATIONSHIP OF THE SCORES TO EACH OTHER AND TO SUBMARINE SCHOOL GRADES ARE PRESENTED. IT IS NOTED THAT OF THE VARIOUS SECTIONS OF THESE TESTS, THOSE ON ARITHMETIC REASONING AND MECHANICAL COMPREHENSION YIELD THE LARGEST COEFFICIENTS. THE POPULATION ON WHICH THE REPORT IS BASED IS A SOMEWHAT SELECTED SAMPLE OF JUNIOR COMMISSIONED OFFICERS. THE STUDY WAS UNDERTAKEN IN ORDER TO DETERMINE THE INTERRELATIONSHIP OF CERTAIN SELECTION DEVICES AND THE SUCCESS OF THOSE DEVICES IN PREDICTING GRADES IN SUBMARINE SCHOOL. THE CHOICE OF TESTS WAS GOVERNED BY PREVIOUS DECISIONS ON THE PROPOSED CONTENT OF THE OFFICER CLASSIFICATION TEST; BOTH SCALES DISCUSSED ARE INCORPORATED IN MODIFIED FORM IN THIS NEW INSTRUMENT.   (U)

AD-622 296
ARMY HOSPITAL WEST POINT N Y

PERSONALITY-LEADERSHIP CORRELATES OF TRAINFIRE
MARKSMANSHIP OF NEW WEST POINT CADETS. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
AUG 65 16P LAUTERBACK,CARL G. ;
VIELHABER,DAVID P. ;
REPT. NO. RR-20
CONTRACT: OTSG6 60 10 016

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY TRAINING, GUNNERY), (*PSYCHOMETRICS, ARMY PERSONNEL), PERSONALITY, LEADERSHIP, MILITARY PSYCHOLOGY, EMOTIONS, ANXIETY, PERFORMANCE(HUMAN) (U)

THE STUDY SOUGHT TO DETERMINE WHETHER PERSONALITY ATTRIBUTES OF USMA CADETS (AS MEASURED BY CATTEL'S 16 PF AND HEINEMAN MANIFEST ANXIETY SCALE) WERE RELATED TO THEIR RIFLE MARKSMANSHIP PROFICIENCY, AND WHETHER THESE RELATIONSHIPS DIFFER AMONG NOVICE AND EXPERIENCED FIRERS. EXPERIENCED GROUP SCORED HIGHER IN EMOTIONAL MATURITY, DOMINANCE, ADVENTUROUSNESS, AND SOPHISTICATION, AND LOWER IN APPREHENSIVENESS AND ANXIETY THAN NOVICE GROUP. PERSONALITY TRAITS WERE FOUND TO BE UNRELATED TO RIFLE PERFORMANCE AMONG EXPERIENCED FIRERS; HOWEVER, SEVERAL TRAITS WERE FOUND TO BE RELATED TO PERFORMANCE AMONG NOVICE FIRERS. IT IS SUGGESTED THAT EXPERIENCE WITH WEAPONS PROTECT AGAINST PERSONALITY TRAITS AFFECTING PERFORMANCE. CONFIDENCE IN FIRING ABILITY (PREDICTED SCORE) WAS UNRELATED TO PERSONALITY TRAITS AMONG EXPERIENCED FIRERS, WHO PRESUMABLY BASE PREDICTION ON EXPERIENCE. AMONG NOVICE FIRERS, HOWEVER, CONFIDENCE IN ABILITY WAS RELATED TO A NUMBER OF PERSONALITY TRAITS. (AUTHOR) (U)

AD-622 903
ADJUTANT GENERAL'S OFFICE (ARMY) WASHINGTON D C

DEVELOPMENT AND CROSS-VALIDATION OF SCORING KEYS FOR LEADERS' COURSE SELECTION INSTRUMENTS. (U)

DEC 49 17P
REPT. NO. PRS-814

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, SELECTION), LEADERSHIP, ARMY TRAINING, TESTS, STUDENTS, FACTOR ANALYSIS, CORRELATION TECHNIQUES, STATISTICAL ANALYSIS (U)
IDENTIFIERS: PERSONNEL SCREENING TESTS (U)

TWO OF THE INSTRUMENTS DEVELOPED FOR SELECTION OF MEN FOR LEADERS' COURSE WERE (1) A REVISION OF THE BIOGRAPHICAL INFORMATION BLANK FOR OFFICER CANDIDATES (OCB), AND (2) THE ENLISTED MAN'S EVALUATION REPORT (LPE). THIS STUDY IS CONCERNED WITH THE FURTHER IMPROVEMENT OF BOTH OF THESE INSTRUMENTS AS PREDICTORS OF SUCCESS OF FAILURE IN LEADERS' COURSE. CONCLUSIONS: (1) ALTHOUGH THE LPE DEMONSTRATED HIGHER VALIDITY THAN THE OCB, THE VALIDITY OF THE INSTRUMENTS WAS HIGHER WHEN THEY WERE USED IN COMBINATION. (2) A SIMPLIFICATION IN SCORING THE OCB HAD NO APPRECIABLE EFFECT ON THE INSTRUMENT'S VALIDITY. (3) THE ALTERNATIVE BASIS OF SELECTING ITEMS FOR THE OCB REVISION DID NOT PROVE TO BE PROFITABLE. (AUTHOR) (U)

AD-623 135
APPLIED PSYCHOLOGICAL SERVICES WAYNE PA

COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM BEHAVIOR. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
OCT 65 90P FEDERMAN,PHILIP ;SIEGEL, ARTHUR I. ;
CONTRACT: N61339-1537
PROJ: NAVTRADEVCEN-7666-1
MONITOR: NAVTRADEVCEN 1537-1

UNCLASSIFIED REPORT

DESCRIPTORS: (*GROUP DYNAMICS, ANTISUBMARINE WARFARE), (*ANTISUBMARINE AIRCRAFT, COMMUNICATION SYSTEMS), HELICOPTERS, PERFORMANCE(HUMAN), BEHAVIOR, LEADERSHIP, TRAINING, TRAINING DEVICES, AVIATION PERSONNEL, FLIGHT SIMULATORS, DECISION MAKING, FACTOR ANALYSIS, ANALYSIS OF VARIANCE, APPLIED PSYCHOLOGY (U)

THE RELATIONSHIP BETWEEN ANTI-SUBMARINE (ASW) HELICOPTER TEAM PERFORMANCE AND THE CONTENT AND FLOW OF COMMUNICATIONS WITHIN THE TEAM DURING A SIMULATED ATTACK WAS INVESTIGATED. FOURTEEN DISTINCT COMMUNICATIONS VARIABLES WERE FOUND TO BE CORRELATED WITH THE OBJECTIVE PERFORMANCE MEASUREMENT CRITERION (MISS DISTANCE) EMPLOYED. THE FACTORS WERE NAMED 'PROBABILISTIC STRUCTURE,' 'EVALUATIVE INTERCHANGE,' 'HYPOTHESIS FORMULATION,' AND 'LEADERSHIP CONTROL.' THE FINDINGS OF THIS STUDY SUGGEST THE VALUE OF DEVELOPING SCALED PERFORMANCE MEASURES AS DIAGNOSTIC DEVICES FOR EVALUATING INFLIGHT CREW BEHAVIOR, AS PREDICTORS OF SUCCESS IN THE FLEET, AND AS END-OFCOURSE MEASURES. THE IMPLICATIONS OF THE FINDINGS FOR TRAINING DEVICES AND TRAINING DEVICE PROBLEMS ARE DEVELOPED. (AUTHOR) (U)

AD-623 826 5/9
NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

THE USE OF SEPARATE PREDICTION FORMULAE BASED ON THE
PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.,
AUG 65 11P HUTCHINS,CHARLES W. ,JR.;
REPT. NO. SR-65-6

UNCLASSIFIED REPORT

DESCRIPTORS: (*AVIATION PERSONNEL, SELECTION), (*OFFICER PERSONNEL, SELECTION), FLIGHT, TRAINING, PSYCHOMETRICS, MILITARY PERSONNEL, PERFORMANCE(HUMAN), STATISTICAL ANALYSIS, CORRELATION TECHNIQUES, TESTS (U)

SEPARATE MULTIPLE PREDICTION FORMULAE WERE COMPUTED ON EACH OF THE SIX MAJOR PROCUREMENT SOURCE SUBGROUPS OF THE ENTERING OFFICER FLIGHT STUDENTS. THIS PROCEDURE FOR DEVELOPING PREDICTION FORMULAE WAS COMPARED WITH TWO OTHER CONDITIONS: A PSEUDOVARIABLE CONDITION, WHICH TREATS EACH PROCUREMENT SOURCE AS A SEPARATE DICHOTOMOUS VARIABLE, AND THE CURRENT CONDITION WHICH TREATS THE ENTIRE OFFICER GROUP AS A WHOLE WITHOUT TAKING PROCUREMENT SOURCE INTO ACCOUNT. TWO CRITERIA WERE USED FOR THIS COMPARISON, NAMELY, THE CROSSVALIDATION COEFFICIENTS OF EACH CONDITION, AND THE DISCIMINATORY POWER OF THE RESPECTIVE CONDITIONS AS MEASURED BY THE PERCENTAGE OF ATTRITIONS PLACED IN THE LOWEST 10 PER CENT OF THE RESPECTIVE PREDICTOR SCORES. THE SEPARATE FORMULA CONDITION WAS THE MOST VALID UPON CROSSVALIDATION AND WAS ALSO FOUND TO HAVE THE BEST DISCRIMINATION AT THE LOW END OF THE RANGE; HOWEVER, ITS SUPERIORITY IN THE FORMER CASE FAILED TO REACH STATISTICAL SIGNIFICANCE. (AUTHOR) (U)

AD-626 841 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF OCS SELECTION INSTRUMENTS: THE RELATIONSHIP OF OCS SELECTION MEASURES TO OCS PERFORMANCE. (U)

DESCRIPTIVE NOTE: TECHNICAL BULLETIN,
JAN 66 19P RHEA,BOB D. ;
REPT. NO. STB-66-18
PROJ: PF01605O402

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, SELECTION), PERFORMANCE(HUMAN), NAVAL PERSONNEL, NAVAL TRAINING, APTITUDE TESTS, CORRELATION TECHNIQUES, STATISTICAL ANALYSIS (U)

THE PURPOSE OF THIS PROJECT WAS TO INVESTIGATE THE RELATIONSHIP OF SEVERAL OCS SELECTION VARIABLES, BOTH OPERATIONAL AND EXPERIMENTAL TO OCS PERFORMANCE. THE SUBJECTS WERE 1,951 GRADUATES FROM SIX OCS CLASSES SELECTED IN 1957 AND 1958. THE CRITERIA OF SCHOOL PERFORMANCE WERE THE GRADES RECEIVED BY THE OFFICER CANDIDATES DURING OCS TRAINING. IT WAS CONCLUDED THAT: (1) THE BEST OPERATIONAL SELECTION VARIABLES ARE: THE OFFICER QUALIFICATION TEST, THE FIRST TWO QUALITY ITEMS ON THE OFFICER INQUIRY FORM (THE ABILITY TO MAKE LOGICAL DECISIONS AND THE ABILITY TO ORIGINATE AND ACT UPON IDEAS OF HIS OWN), AND THE AVERAGE COLLEGE GRADE (VALIDITIES WITH FINAL GRADE WERE .50, .26, AND .22, RESPECTIVELY); (2) THERE IS LITTLE REASON TO RECOMMEND CHANGING THE OPERATIONAL INQUIRY FORM (FORM 1751) AT THIS TIME, SINCE THE EXPERIMENTAL INQUIRY FORMS (AVERAGE VALIDITY .20) DID NOT PROVE TO BE MORE VALID THAN SOME OF THE QUALITY SCORES ON THE OPERATIONAL FORM; (3) IN ANALYZING COMBINATIONS OF PREDICTOR VARIABLES IT WAS FOUND THAT NO TWO VARIABLE COMBINATION YIELDED A USEFUL INCREASE IN VALIDITY. (AUTHOR) (U)

AD-627 651 5/9 5/10
PERSONNEL RESEARCH LAB (6570TH) AEROSPACE MEDICAL DIV
LACKLAND AFB TEX

A MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER CAREER ATTITUDES, (U)

OCT 65 93P KAAPKE,LYDE D. ;TUPES,ERNEST C. ;ALVORD,RAY W. ;
REPT. NO. PRL-TR-65-16
PROJ: AF-7719
TASK: 771904

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE PERSONNEL, ATTITUDES), (*ATTITUDES, OFFICER PERSONNEL), STATISTICAL ANALYSIS, SOCIOMETRICS, PERSONNEL MANAGEMENT (U)

A SURVEY COVERING DEMOGRAPHIC, SOCIOLOGICAL, AND ATTITUDINAL INFORMATION WAS COMPLETED BY A RANDOM SAMPLE OF 5,000 JUNIOR AIR FORCE OFFICERS. THEIR RESPONSES WERE EVALUATED IN TERMS OF THEIR RELATIONSHIP TO A CRITERION OF EXPRESSED CAREER INTENTION. MULTIPLE LINEAR REGRESSION ANALYSES WERE USED TO MEASURE THE UNIQUE CONTRIBUTION TO PREDICTION OF SOME OF THE SURVEY ITEMS BEYOND THAT PROVIDED BY CERTAIN 'BASELINE' VARIABLES BELIEVED TO PREDICT CAREER INTENT. A SECOND ANALYSIS WAS COMPLETED ON A SUBSAMPLE OF OFFICERS GROUPED BY SOURCE OF COMMISSION AND SUBDIVIDED BY LENGTH OF COMMISSIONED SERVICE, REGULAR OR RESERVE STATUS, NONRATED OR RATED FLYING STATUS, AND SCIENCE-ENGINEERING OR NONSCIENCE AND NONENGINEERING GROUPINGS. DATA ILLUSTRATE THAT CAREER INTENT CAN BE MORE MEANINGFULLY EVALUATED IN TERMS OF MEMBERSHIP VARIABLES THAN BY GROSS SOURCE OF COMMISSION GROUPING NORMALLY EMPLOYED. SIX SURVEY ITEMS OFFERED THE GREATEST UNIQUE CONTRIBUTION TO THE PREDICTION OF THE CRITERION: (1) FAMILY ATTITUDE TOWARD AN AIR FORCE CAREER; (2) FACTORS INFLUENCING FOR AND AGAINST A CAREER, (3) EFFECT OF THE OFFER OF A REGULAR COMMISSION; (4) CHALLENGE OF THE AIR FORCE JOB VERSUS A CIVILIAN JOB; (5) THE IMPORTANCE AND POSSIBILITY OF ACHIEVING CERTAIN INCENTIVES AND REWARDS AS PART OF AN AIR FORCE CAREER; AND (6) THE OFFICERS' FEELINGS ABOUT FREQUENT CHANGE OF RESIDENCE. (AUTHOR) (U)

AD-628 962   5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY AIT PLATOON.   (U)

DESCRIPTIVE NOTE: RESEARCH MEMO.,
AUG 63   96P   HOOD,PAUL D. ;
CONTRACT: DA-44-188-ARO-2,

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY TRAINING, LEADERSHIP), (*LEADERSHIP, ARMY TRAINING), PSYCHOMETRICS, ATTITUDES, SOCIAL PSYCHOLOGY, FACTOR ANALYSIS   (U)

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON.

AD-629 630 5/9 5/10
WAKOFF RESEARCH CENTER STATEN ISLAND N Y

PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE. (U)

DESCRIPTIVE NOTE: ANNUAL REPT. MAR 65-MAR 66,
(TECHNICAL),
MAR 66 7P BLACKMAN,SHELDON ;GOLDSTEIN,
KENNETH M. ;MANDELL,WALLACE ;COLLINS,DONALD
J. ;
REPT. NO. TR-2,
CONTRACT: DA-49-193-MD-2538,

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PSYCHOLOGY, GROUP DYNAMICS), (*SOCIAL PSYCHOLOGY, MILITARY PERSONNEL), (*MILITARY PERSONNEL, PERFORMANCE(HUMAN)), BEHAVIOR, ATTITUDES, EMOTIONS, PERCEPTION(PSYCHOLOGY), STRESS(PSYCHOLOGY), MILITARY TRAINING, SOCIOMETRICS, PSYCHOMETRICS (U)

THE STUDY IS THE SECOND IN A PLANNED PROGRAM OF RESEARCH DESIGNED TO MAKE AVAILABLE TESTED METHODS OF MODIFYING BASIC TRAINING SQUADS THAT WILL BE USEFUL IN IMPROVING THE PERFORMANCE OF MILITARY PERSONNEL. THE THEORETICAL POSITION UNDERLYING THIS WORK HAS BEEN SUMMARIZED IN BLACKMAN, MANDELL, GOLDSTEIN, AND SILBERSTEIN (1965). BRIEFLY, SMALL GROUPS ARE CONCEPTUALIZED AS CONSISTING OF MEMBERS INVOLVED IN PATTERNS OF RECIPROCATED REINFORCEMENT. INSOFAR AS ONE INDIVIDUAL HAS REINFORCED ANOTHER IN THE PAST, IT IS HYPOTHESIZED THAT RECIPROCAL REINFORCEMENT WILL BE AVAILABLE TO HIM FROM THAT INDIVIDUAL IN THE FUTURE. THE AVAILABILITY OF THIS SUPPORT HELPS WARD OFF BREAKDOWN IN THE FACE OF STRESS. INDIVIDUALS FOR WHOM THIS SUPPORT IS NOT AVAILABLE ARE THUS MORE LIKELY TO BECOME INCAPACITATED BY STRESS THAN ARE INDIVIDUALS INVOLVED IN RECIPROCAL RELATIONSHIPS. THESE ISOLATED INDIVIDUALS HAVE BEEN CHOSEN FOR STUDY. IT IS POSITED THAT THERE ARE TWO DIMENSIONS ALONG WHICH SUCH ISOLATION MAY TAKE PLACE: INSTRUMENTAL (HAVING TO DO WITH WORK RELATIONSHIPS), AND EFFECTIVE (HAVING TO DO WITH EMOTIONAL RELATIONSHIPS). THE PRESENT STUDY TESTS THE HYPOTHESIS THAT POOR PERFORMANCE MAY BE PREDICTED FROM ISOLATION. A FURTHER AIM OF THE PRESENT STUDY IS TO DEVELOP TECHNIQUES FOR MODIFYING THE ISOLATION.(U)

AD-630 916 5/9
PERSONNEL RESEARCH LAB (6570TH) AEROSPACE MEDICAL DIV
LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE
ACADEMY CADETS, CLASS OF 1966, (U)

DEC 65 25P MILLER,ROBERT E. ;
REPT. NO. PRL-TR-65-21,
PROJ: AF-7719,
TASK: 771904,

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE PERSONNEL, SELECTION), OFFICER PERSONNEL, PSYCHOMETRICS, CLASSIFICATION, MATHEMATICAL PREDICTION, MOTIVATION, TESTS, STATISTICAL ANALYSIS, CORRELATION TECHNIQUES (U)

CANDIDATES FOR ADMISSION TO EACH AIR FORCE ACADEMY CLASS ARE REQUIRED TO DEMONSTRATE THEIR QUALIFICATIONS ON A BATTERY OF SELECTION TESTS. QUALIFIED CANDIDATES WHO ENTER THE ACADEMY ARE GIVEN A BATTERY OF EXPERIMENTAL TESTS UPON ENTRY AS PART OF A PROGRAM FOR THE DEVELOPMENT OF OFFICER SELECTION AND CLASSIFICATION INSTRUMENTS. IN THE CLASS OF 1966, A SUBSET OF EXPERIMENTAL INSTRUMENTS WAS MOVED INTO THE FIELD AND GIVEN A TRIAL UNDER SELECTION CONDITIONS. ANOTHER SUBSET WAS ADMINISTERED TO SELECTEES PRIOR TO ENTRY. ALL SELECTION AND EXPERIMENTAL TESTS WERE VALIDATED AGAINST CRITERIA WHICH BECOME AVAILABLE AT THE END OF THE FOURTH CLASS (FRESHMAN) YEAR. CRITERIA USED WERE THE ACADEMIC STANDARD SCORE, THE MILITARY RATING, THE EXTRACURRICULAR ACTIVITIES STANDARD SCORE, THE COMPOSITE STANDARD SCORE, AND EARLY MOTIVATIONAL ELIMINATION. IT WAS FOUND THAT THE EXPERIMENTAL BATTERY CONTAINS TESTS VALID FOR EACH CRITERION AND THAT THE SELECTION BATTERY CONTAINS TESTS VALID FOR EACH CRITERION EXCEPT EARLY MOTIVATIONAL ELIMINATION. FOR EVERY CRITERION EXCEPT THE ACADEMIC STANDARD SCORE, SOME SET OF EXPERIMENTAL TESTS WAS FOUND WHICH ADDED SIGNIFICANTLY TO PREDICTION FROM THE SELECTION BATTERY ALONE. THE BEST MULTIPLE VALIDITY COEFFICIENTS FOR EACH CRITERION RANGED FROM .33 FOR EARLY MOTIVATIONAL ELIMINATION TO .59 FOR THE ACADEMIC STANDARD SCORE. THE BEST MULTIPLE VALIDITY FOR THE MILITARY RATING WAS .48. (U)

AD-631 208   5/9
HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV
ALEXANDRIA VA

RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS:
A SUMMARY REPORT OF PILOT STUDIES.   (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
DEC 65   44P   HOOD,PAUL D. ;KERN,RICHARD
P. ;SHOWEL,MORRIS ;
REPT. NO. HUMRRO-TR-65-17
CONTRACT: DA-44-188-ARO-2,
PROJ: DA-2J024701A712-01,

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PERSONNEL, MILITARY TRAINING), (*MILITARY TRAINING, *LEADERSHIP), MOTIVATION, JOB ANALYSIS, SELECTION, APTITUDE TESTS, SOCIOMETRY, PERFORMANCE(HUMAN), EFFECTIVENESS   (U)

AS PART OF A CONTINUING RESEARCH EFFORT ON JUNIOR NCO LEADERSHIP PREPARATION TRAINING FOR ADVANCED BASIC TRAINEES, EXPLORATORY STUDIES WERE CONDUCTED ON: (1) PROBLEMS OF SELECTION AND ASSESSMENT OF POTENTIAL LEADERS AMONG NEW RECRUITS, (2) FEASIBILITY OF COURSE COMPRESSION WITHIN THE LIGHT WEAPONS INFANTRYMAN MOS TRAINING TO PERMIT INTRODUCTION OF LEADERSHIP PREPARATION MATERIAL, (3) DEVELOPMENT OF AN ORIENTATION PROGRAM AND MOTIVATIONAL TECHNIQUES FOR PROSPECTIVE LEADERSHIP CANDIDATES, (4) DEFINITION OF LEADERSHIP SKILLS FUNDAMENTAL TO JOB PERFORMANCE AT THE JUNIOR NCO LEVEL AND APPROPRIATE FOR TRAINING AT THE AIT LEVEL, AND (5) EXPLORATION OF METHODS FOR INTRODUCING JUNIOR NCO PREPARATION WITHIN THE ADVANCED INDIVIDUAL TRAINING PROGRAM. THE STUDIES YIELDED PRELIMINARY INFORMATION RELATIVE TO JUNIOR NCO LEADERSHIP TRAINING ON APTITUDE AND SOCIOMETRIC RATINGS AS PROMISING SELECTION FACTORS, POSSIBLE IMPROVEMENTS IN TRAINING METHODS, THE NEED FOR DEVELOPMENT OF CRITERIA TO ASSESS TECHNICAL PROFICIENCY AND LEADERSHIP SKILLS, AND THE RELATION BETWEEN TRAINING ENVIRONMENT AND EFFECTIVE LEADERSHIP PERFORMANCE. (AUTHOR)   (U)

AD-631 752 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

CAREFULNESS PEER RATINGS AS A PREDICTOR OF SUCCESS IN NAVAL AVIATION TRAINING. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.,
FEB 66 10P PETERSON,FLOYD E. ;LANE, NORMAN E. ;AMBLER,ROSALIE K. ;
REPT. NO. SR-66-1,

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL TRAINING, *AVIATION PERSONNEL), PERCEPTION(PSYCHOLOGY), BEHAVIOR, GROUP DYNAMICS, EFFECTIVENESS, SELECTION, CORRELATION TECHNIQUES (U)
IDENTIFIERS: CAREFULNESS (U)

CADETS WERE INSTRUCTED TO INDICATE WHETHER EACH OF THE OTHER MEMBERS IN THEIR CLASS WAS 'MORE CAREFUL' OR 'LESS CAREFUL' THAN THEMSELVES. THE CAREFULNESS RATINGS (CR) WERE CORRELATED WITH SCORES ON EACH OF THE PRIMARY SELECTION TESTS AND GRADES IN NAVAL SCHOOL, PRE-FLIGHT, AND THE THE ADDITION OF CR TO THE VALIDITY OF THE PENSACOLA STUDENT PREDICTION WAS INVESTIGATED. CR HAD SIGNIFICANT RELATIONSHIPS TO THE MAJORITY OF THE PRIMARY SELECTION TESTS AND PRE-FLIGHT GRADES CURRENTLY EMPLOYED AS PREDICTORS. FOR THIS REASON, DESPITE A SIGNIFICANT RELATIONSHIP OF CR TO THE CRITERION OF SUCCESS/FAILURE, ITS UNIQUE CONTRIBUTION WAS TOO SMALL TO BE OF PRACTICAL VALUE. (AUTHOR) (U)

AD-631 980 5/9 5/11
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC
TRAINING RELATED TO PERFORMANCE TWO YEARS LATER, (U)

OCT 65 8P NELSON,PAUL D. ;BERRY,
NEWELL H. ;
REPT. NO. 66-2,
MONITOR: NAVMED , MF022.01.04-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN THE JOURNAL OF
PSYCHOLOGY V61 P251-5 1965.

DESCRIPTORS: (•NAVAL TRAINING,
PERFORMANCE(HUMAN)), (•SOCIOMETRICS, NAVAL
TRAINING), MILITARY TRAINING, MARINE CORP,
PSYCHOMETRICS, BEHAVIOR, SELECTION,
EFFECTIVENESS (U)

IN A SAMPLE OF MALE ENLISTED MARINES, PEER NOMINATIONS OBTAINED DURING THE SECOND AND TENTH WEEKS OF BASIC TRAINING WERE ANALYZED IN RELATION TO TWO-YEAR PERFORMANCE MEASURES OF MILITARY CONDUCT AND PROFICIENCY. THE PRIMARY PURPOSE OF THE STUDY WAS TO ASCERTAIN THE EXTENT TO WHICH CHANGE IN SOCIOMETRIC STATUS DURING TRAINING MIGHT BE OF VALUE AS A PREDICTOR OF POSTTRAINING BEHAVIOR. CHANGE IN STATUS, INFERRED TO BE A MEASURE OF INDIVIDUAL DEVELOPMENT DURING TRAINING, WAS SIGNIFICANTLY RELATED TO PROFICIENCY BUT NOT UNIQUELY TO MILITARY CONDUCT. PEER EVALUATIONS OBTAINED EARLY WERE AS VALID AS THOSE OBTAINED LATER IN TRAINING WHEN PREDICTION WAS MADE TO TWO-YEAR CONDUCT. ON THE OTHER HAND, THE VALIDITY OF PEER EVALUATIONS WITH TECHNICAL PROFICIENCY APPEARS TO INCREASE AS THE TRAINING PERIOD UNFOLDS. (AUTHOR) (U)

AD-632 497 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

SELECTION FOR ANTARCTIC SERVICE. (U)

DESCRIPTIVE NOTE: INTERIM REPT.,
MAR 66 22P GUNDERSON,E. K. ERIC ;
REPT. NO. 66-15,
MONITOR: NAVMED , MF-022.01.03-9001

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, SELECTION), (*ANTARCTIC REGIONS, NAVAL PERSONNEL), JOB ANALYSIS, CONFINED ENVIRONMENTS, PSYCHOMETRICS, STRESS(PSYCHOLOGY), ADAPTATION(PHYSIOLOGY), PERFORMANCE(HUMAN), PERSONALITY, MOTIVATION, ATTITUDES, LEADERSHIP, SOCIAL PSYCHOLOGY (U)

ENVIRONMENTAL CONDITIONS, GROUP COMPOSITION, AND WORK ROLES AT ANTARCTIC SCIENTIFIC STATIONS ARE DESCRIBED, AND POSSIBLE SOURCES AND EFFECTS OF STRESS IN THESE ENVIRONMENTS ARE INDICATED. CULTURAL AND PSYCHOLOGICAL CHARACTERISTICS OF VARIOUS NAVY AND CIVILIAN OCCUPATIONAL GROUPS REPRESENTED IN WINTERING-OVER PARTIES ARE COMPARED, AND THE SELECTION PROBLEM AND PROCEDURES ARE OUTLINED. PERSONAL HISTORY, CLINICAL, AND SELF DESCRIPTION VARIABLES WHICH CORRELATED SIGNIFICANTLY WITH THREE PERFORMANCE CRITERIA ARE PRESENTED FOR NAVY ENLISTED AND 'SEABEE' GROUPS, PROVIDING A SUMMARY OF CHARACTERISTICS THAT DISTINGUISH THE SUCCESSFUL NAVY MAN AT SMALL ANTARCTIC STATIONS. (AUTHOR) (U)

AD-634 174 5/10
STATE UNIV OF NEW YORK BUFFALO

VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT
PERFORMANCE CRITERION, (U)

AUG 64 5P HOLLANDER, E. P. ;
CONTRACT: NONR-760(06),NONR-816(12)

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF APPLIED
PSYCHOLOGY V49 N6 P434-8 1965.

DESCRIPTORS: (*PERFORMANCE(HUMAN), PUBLIC
OPINION), (*GROUP DYNAMICS, DECISION MAKING),
OFFICER PERSONNEL, STUDENTS, PSYCHOMETRICS (U)

THE PAPER REPORTS THE FOLLOW-UP PHASE OF A STUDY OF PEER NOMINATIONS BEGUN IN 1955 AT THE NAVAL OCS IN NEWPORT, RHODE ISLAND. OVER 700 TRAINEES COMPLETED SEVERAL PEER NOMINATION FORMS AT VARIOUS STAGES OF TRAINING, 1 IN PARTICULAR ON 'SUCCESS AS A FUTURE NAVAL OFFICER' (FO). SUBSEQUENTLY, 639 TRAINEES WERE IDENTIFIED WHO HAD GONE ON TO DUTY AS OFFICERS FOR ABOUT 3 YRS. THE AVERAGE GRADE THEY SECURED ON A KEY PORTION OF THE FITNESS REPORT RATINGS ASSIGNED BY THEIR DIRECT SUPERIOR OFFICERS WAS USED AS A PERFORMANCE CRITERION; IT HAD A SPLIT-HALF RELIABILITY OF .90. IN THE PREDICTION OF THIS CRITERION, THE FO PEER NOMINATION SCORE FROM THE 3RD WEEK OF TRAINING GAVE A VALIDITY OF .40 WHICH WAS AS HIGH AS THAT FOR LATER FO SCORES AND WHICH WAS ONLY SLIGHTLY DIMINISHED AFTER ACADEMIC GRADES AND POPULARITY WERE PARTIALED. THE FINDINGS SUPPORT THE USE OF EARLY PEER NOMINATIONS AS A VALID SUPPLEMENTAL MEASURE IN PREDICTING PERFORMANCE AFTER TRAINING. (AUTHOR) (U)

AD-635 304 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS PREDICTORS OF FLIGHT SUCCESS. (U)

DESCRIPTIVE NOTE: SPECIAL REPT.
MAR 66 10P PETERSON, FLOYD E. ;POMAROLLI, RICHARD S. ;
REPT. NO. SR-66-3,

UNCLASSIFIED REPORT

DESCRIPTORS: (*ACHIEVEMENT TESTS, NAVAL TRAINING), (*NAVAL TRAINING, PERFORMANCE(HUMAN)), SELECTION, ANALYSIS, EFFECTIVENESS, AVIATION PERSONNEL (U)

ACADEMIC GRADES RECEIVED DURING PRIMARY TRAINING WERE EVALUATED AS PREDICTORS OF SUCCESS IN NAVAL AVIATION TRAINING. IT WAS FOUND THAT THE ADDITION OF PRIMARY ACADEMIC GRADES TO THE PRESENT PREDICTION SYSTEM RESULTED IN A SIGNIFICANT INCREASE IN PREDICTIVE EFFECTIVENESS. (AUTHOR) (U)

AD-635 608   5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

DIMENSIONS OF PEER AND SUPERVISOR RATINGS IN A MILITARY SETTING.   (U)

MAY 66   8P   NELSON, PAUL D. ;BERRY, NEWELL H. ;
REPT. NO. 66-1,
MONITOR: NAVMED   MF022.01.04-9001

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, PSYCHOMETRICS), SUPERVISORY PERSONNEL, PERFORMANCE(HUMAN), MILITARY PSYCHOLOGY, PERCEPTION(PSYCHOLOGY)   (U)

A SUPERVISOR RATING ON OVERALL ADJUSTMENT AND PEER GROUP NOMINATIONS FOR ROUTINE WORK ASSIGNMENTS AND A HYPOTHETICAL COMBAT SITUATION WERE OBTAINED ON 101 MALE ENLISTED MARINES WHO HAD COMPLETED TWO YEARS OF MILITARY SERVICE. IN STUDYING THE DIMENSIONS OF SUCH EVALUATIONS, THE SUPERVISOR RATING APPEARED TO REFLECT PRIMARILY THE INDIVIDUAL'S TECHNICAL COMPETENCE ON THE JOB WHEREAS THE PEER NOMINATIONS TENDED TO PREDOMINANTLY REFLECT THE INDIVIDUAL'S TECHNICAL COMPETENCE ON THE JOB WHEREAS THE PEER NOMINATIONS TENDED TO PREDOMINANTLY REFLECT THE INDIVIDUAL'S CONDUCT OR CAPACITY FOR ADHERING TO THE ORGANIZATION'S RULES AND REGULATIONS. THE RESULTS ARE RELEVANT TO THE PROBLEM OF DEVELOPING ON-THE-JOB PERFORMANCE MEASURES THROUGH USE OF SUPERVISOR AND PEER GROUP JUDGMENTS. (AUTHOR)   (U)

AD-635 616   5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS.   (U)

JUL 66   9P   PLAG, JOHN A. ;GOFFMAN, JERRY M. ;
REPT. NO. 66-7,
MONITOR: NAVMED   MF022.01.04-9001

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN PSYCHOLOGY IN THE SCHOOLS V3 N3 P216-221 JUL 1966.

DESCRIPTORS: (*NAVAL PERSONNEL, PERFORMANCE(HUMAN)), EFFECTIVENESS, SELECTION, FACTOR ANALYSIS, EDUCATION, BACKGROUND, STUDENTS, STABILITY   (U)

THE RESULTS OF RESEARCH AIMED AT IDENTIFYING CHARACTERISTICS OF HIGH SCHOOL STUDENTS WHICH ARE PREDICTIVE OF EFFECTIVE NAVAL PERFORMANCE AND ADJUSTMENT ARE PRESENTED. MILITARY EFFECTIVENESS IS DEFINED AS COMPLETION OF AN ENLISTEE'S PERIOD OF ACTIVE OBLIGATED SERVICE WITH A RECOMMENDATION FOR REENLISTMENT. SIX CHARACTERISTICS WERE FOUND TO BE PREDICTIVE. THESE ARE EDUCATION, AN ARREST HISTORY, SCHOOL EXPULSION, FAMILY STABILITY, BIRTHPLACE, AND RACE. BY THE UTILIZATION OF MULTIPLE REGRESSION PROCEDURES, A FORMULA WAS DERIVED FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM THESE CHARACTERISTICS. SUGGESTED USES OF THESE FINDINGS, IN THE GUIDANCE OF STUDENTS CONTEMPLATING WITHDRAWAL FROM SCHOOL FOR THE PURPOSE OF ENTERING THE MILITARY, ARE DISCUSSED. (AUTHOR)   (U)

AD-636 825 5/9
COLLEGE ENTRANCE EXAMINATION BOARD PRINCETON N J

AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF ENLISTED MEN. (U)

SEP 45 20P SATTER, G. A. ;
REPT. NO. 22,
CONTRACT: OEMSR-705,
PROJ: N-106,
MONITOR: OSRD 5557

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: REPORT ON RESEARCH AND DEVELOPMENT OF THE NAVY'S APTITUDE TESTING PROGRAM.

DESCRIPTORS: (*PSYCHOMETRICS, EFFECTIVENESS), (*SUBMARINE PERSONNEL, PSYCHOMETRICS), OFFICER PERSONNEL, PERFORMANCE(HUMAN), APTITUDE TESTS (U)

THE RECORD CARDS OF THE MEDICAL RESEARCH LABORATORY AT THE NEW LONDON SUBMARINE BASE SUPPLIED THE TEST SCORES AND SCHOOL GRADES OF SOME 1700 MEN WHO WERE LATER EVALUATED BY SUBMARINE OFFICERS ON A SEVEN-TRAIT GRAPHIC RATING SCALE. THE REPORT ATTEMPTS TO EVALUATE THE TEST SCORES AND SCHOOL GRADES AS PREDICTORS OF LATER SUBMARINE PERFORMANCE. (U)

AD-638 288 5/10
NORTHWESTERN UNIV EVANSTON ILL

INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY FOR FREE LEARNING. (U)

DEC 64 7P UNDERWOOD,BENTON J. ;
CONTRACT: NONR-1228(15),
PROJ: NR-154-057,

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN JOURNAL OF EXPERIMENTAL PSYCHOLOGY V71 N5 P673-9 1966.
SUPPLEMENTARY NOTE:

DESCRIPTORS: (*LEARNING, PSYCHOMETRICS), GROUP DYNAMICS, VOCABULARY, SCALE, CORRELATION TECHNIQUES (U)

27 TRIGRAMS WERE SCALED FOR DIFFICULTY BY 2 FORMS OF MAGNITUDE ESTIMATION AND WERE ALSO RATED ON PRONUNCIABILITY AND ASSOCIATION VALUE. 2 GROUPS ALSO LEARNED THE 27 TRIGRAMS AND MEMBERS OF ONE OF THESE GROUPS HAD PREVIOUSLY SCALED THE ITEMS. CORRELATIONS BETWEEN GROUP SCALE VALUES AND GROUP LEARNING VALUES WERE VERY HIGH FOR ALL SCALES (ROUGHLY .90). INDIVIDUALS PREDICTED THEIR OWN LEARNING WITH CONSIDERABLE SUCCESS (MINIMUM R ESTIMATED AT .63), AND EVIDENCE INDICATED A SMALL IDIOSYNCRATIC COMPONENT IN THE RATINGS. (AUTHOR) (U)

AD-638 680 5/10 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE
TEST. (U)

DESCRIPTIVE NOTE: TECHNICAL BULLETIN.
AUG 66 28P THOMAS,EDMUND D. ;THOMAS,
PATRICIA J. ;
REPT. NO. STB-67-4,
PROJ: PF016050305,

UNCLASSIFIED REPORT

DESCRIPTORS: (*APTITUDE TESTS, *NAVAL PERSONNEL), STUDENTS, UNIVERSITIES, PERFORMANCE(HUMAN), MATHEMATICAL PREDICTION, EFFECTIVENESS (U)

THIS STUDY OF THE VALIDITY OF THE 1963 NAVY COLLEGE APTITUDE TEST (NCAT) AND OF OTHER ACADEMIC PREDICTORS WAS BASED ON A SAMPLE OF 1,307 FRESHMEN ENROLLED IN THE 1964-65 NROTC REGULAR PROGRAM. THE NCAT SELECTION SCORE YIELDED CORRECTED CORRELATIONS OF .24 WITH GRADE POINT AVERAGE (GPA) AND .14 WITH NAVAL SCIENCE GRADE (NSG). THE HIGH SCHOOL RATING (HSR) CONTINUED TO BE THE MOST VALID SINGLE PREDICTOR OF COLLEGE PERFORMANCE, PRODUCING CORRECTED CORRELATIONS OF .46 WITH GPA AND .31 WITH NSG. WHEN HSR WAS COMBINED WITH THE NCAT, THE VALIDITY WAS INCREASED TO .48 WITH GPA BUT NO INCREMENT WAS NOTED FOR NSG. A COMPARISON OF THE 1963 NCAT WITH THE SCHOLASTIC APTITUDE TEST INDICATED THE FORMER TO BE SLIGHTLY MORE VALID. NEITHER TEST DEMONSTRATED SIGNIFICANT DIFFERENTIAL PREDICTION BETWEEN GROUPS DICHOTIMIZED BY TECHNICAL AND NON-TECHNICAL COLLEGE MAJORS. THE RATE OF ATTRITION FOR THIS MIDSHIPMEN SAMPLE WAS 15 PER CENT, COMPARED TO THE NATIONAL RATE FOR MALE FRESHMEN OF 30 PER CENT. FROM THESE FIGURES IT WAS ESTIMATED THAT THE REDUCTION IN FRESHMEN DROPOUTS SAVED THE NAVY AT LEAST $424,600 IN FISCAL YEAR 1966.
(AUTHOR) (U)

AD-643 830 5/10
OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS

A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT
OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT
TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
NOV 59 20P HORROCKS,JOHN E. ;HEERMANN,
EMIL ;KALK,MICHAEL ;
CONTRACT: NONR-1939(00)
MONITOR: NAVTRADEVCEN 1939-0-4

UNCLASSIFIED REPORT

DESCRIPTORS: (*GROUP DYNAMICS, GUNNERY),
(*GUNNERY, NAVAL PERSONNEL), ERRORS, STATISTICAL
ANALYSIS, LEARNING, TRAINING,
PERFORMANCE(HUMAN), HUMAN ENGINEERING (U)

THE HYPOTHESES TESTED BY THIS INVESTIGATION ARE: THE CORRELATION OF RELATED TEAM MEASURES IS SIGNIFICANTLY REDUCED DUE TO A CANCELLING-OUT EFFECT OF INDIVIDUAL COMPONENTS OPERATIVE IN RANGE AND BEARING PROBLEMS. WHEN CANCELLING-OUT EFFECTS ARE REDUCED OR ELIMINATED, PREDICTION OF FUTURE TEAM PRODUCT, IN TRAINING OR AN OPERATIONAL SITUATION, WILL INCREASE. WITH CANCELLING-OUT EFFECTS REDUCED, IT WILL BE POSSIBLE TO PREDICT FUTURE PERFORMANCE FROM A SMALLER NUMBER OF TRIALS. (U)

AD-646 392 5/10
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES. (U)

DESCRIPTIVE NOTE: FINAL REPT., 1 DEC 65-31 JAN 67,
JAN 67 100P LOCKE,EDWIN A. ;BRYAN, JUDITH F. ;
REPT. NO. AIR-E-51-1/67-FR
CONTRACT: NONR-4792(00)

UNCLASSIFIED REPORT

DESCRIPTORS: (*BEHAVIOR, *MOTIVATION), (*PERFORMANCE(HUMAN), *ATTITUDES), REACTION(PSYCHOLOGY), PSYCHOMETRICS, STATISTICAL ANALYSIS, PSYCHOMOTOR TESTS (U)

TWENTY LABORATORY EXPERIMENTS AND 2 FIELD STUDIES WERE CARRIED OUT TO EXPLORE THE RELATIONSHIP OF GOALS AND INTENTIONS TO LEVEL OF PERFORMANCE ON TASKS, TASK CHOICE, AND LIKING FOR, AND INTEREST IN THE TASK. THE RESULTS INDICATED THAT: (1) HARD GOALS LED TO A HIGHER LEVEL OF PERFORMANCE THAN EASY GOALS AND TO A HIGHER PERFORMANCE LEVEL THAN A GOAL OF 'DO YOUR BEST'; (2) INCENTIVES SUCH AS KNOWLEDGE OF SCORE, MONEY, AND TIME LIMITS DID NOT AFFECT PERFORMANCE LEVEL INDEPENDENTLY OF S'S GOALS; (3) THERE WAS A SIGNIFICANT RELATIONSHIP BETWEEN BEHAVIORAL INTENTIONS AND CHOICE BEHAVIOR AND THERE WAS NO EFFECT OF MONETARY INCENTIVES ON CHOICE INDEPENDENTLY OF S'S BEHAVIORAL INTENTIONS; (4) OVERALL TASK LIKING AND SATISFACTION WITH PERFORMANCE WERE POSITIVE, LINEAR FUNCTIONS OF THE NUMBER OF SUCCESSES ACHIEVED ON THE TASK; FURTHER, THE AMOUNT OF SATISFACTION ATTAINED FROM A GIVEN SUCCESS WAS GREATER WHEN: S HAD EXPENDED THE MOST EFFORT TO ACHIEVE IT; WHEN S SUCCEEDED IN LESS TIME THAN USUAL; AND WHEN SUCCESS FOLLOWED OTHER SUCCESSES RATHER THAN A SERIES OF FAILURES; (5) SPECIFIC HARD GOALS PRODUCED MORE TASK INTEREST THAN A GOAL OF 'DO YOUR BEST' (THIS DIFFERENCE WAS ENHANCED IF THE EXPERIMENT LASTED MORE THAN 2 HOURS); ((6) THERE WAS NO RELATIONSHIP BETWEEN TASK LIKING OR INTEREST AND PERFORMANCE OR PERFORMANCE IMPROVEMENT; BOTH LIKING AND PERFORMANCE WERE DETERMINED BY THE NATURE AND DIFFICULTY OF THE INDIVIDUAL'S GOAL, RATHER THAN BY EACH OTHER. (AUTHOR) (U)

AD-646 771 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
DEC 66 42P SHOWEL,MORRIS ;TAYLOR,ELAINE ;HOOD,PAUL D. ;
REPT. NO. HUMRRO-TR-66-21
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A71201

UNCLASSIFIED REPORT

DESCRIPTORS: (*PROGRAMMED INSTRUCTION, LEADERSHIP), (*ARMY PERSONNEL, LEADERSHIP), (*LEADERSHIP, TRAINING), (*ARMY TRAINING, LEADERSHIP), TEACHING METHODS, LEARNING, RETENTION, AUTOMATION, PERFORMANCE(HUMAN), TRAINING DEVICES (U)

A METHOD OF PRESENTING ROUGHLY ONE-SEVENTH OF THE ARMY'S TWO-WEEK LEADER PREPARATION COURSE (LPC) THROUGH AUTOMATED INSTRUCTION WAS DEVELOPED. THE AUTOMATED INSTRUCTION METHOD INCLUDED THE USE OF TAPE-RECORDED LECTURES, SUPPORTED BY VISUAL AID FRAMES, AND PROGRAMED WORKBOOKS. AUTOMATED PRESENTATION PROVED TO BE AT LEAST AS EFFECTIVE AS CONVENTIONAL INSTRUCTION IN IMPARTING THE LEADERSHIP KNOWLEDGE COVERED BY AUTOMATION. IN ADDITION, THOSE STUDENTS WHO LEARNED THROUGH THE AUTOMATED METHOD APPEARED TO RETAIN THEIR KNOWLEDGE BETTER THAN THE CONVENTIONALLY TRAINED STUDENTS. THE AUTOMATED METHOD ALSO EXHIBITED PRACTICALITY IN REDUCTION OF INSTRUCTOR REQUIREMENTS, FLEXIBILITY OF SCHEDULING, AND CONSISTENCY OF LEVEL OF PRESENTATION. THE AUTOMATED PROGRAM WAS ADOPTED FOR USE AT ARMY TRAINING CENTERS PRESENTING THE LPC. (AUTHOR) (U)

AD-648 741 5/10 5/9
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH LAB

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT OF GROUP MEMBERS. (U)

DESCRIPTIVE NOTE: ANNUAL REPT.,
MAR 67 20P FIEDLER,FRED E. ;
CONTRACT: DA-49-193-MD-2060

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY PERSONNEL, GROUP DYNAMICS), (*GROUP DYNAMICS, EFFECTIVENESS), PERCEPTION(PSYCHOLOGY), ADJUSTMENT(PSYCHOLOGY), PERFORMANCE(HUMAN), SOCIAL PSYCHOLOGY, CULTURE, TRAINING, LANGUAGE, ENVIRONMENT, HONDURAS, LEADERSHIP, BEHAVIOR, STRESS(PSYCHOLOGY) (U)

THIS PROJECT INVESTIGATES FACTORS IN THE WORK SITUATION WHICH CONTRIBUTE TO THE PERSONAL ADJUSTMENT AND EFFECTIVE PERFORMANCE OF MILITARY PERSONNEL. THE PROJECT'S PARTICULAR CONCERN IS WITH THE INFLUENCE OF THE WORK GROUP AND THE TASK SITUATION ON INDIVIDUAL PERFORMANCE AND ADJUSTMENT. THE PROJECT AIMS TO DEVELOP PRINCIPLES AND METHODS WHICH WILL ENABLE THE MILITARY SERVICES TO PREVENT AND ALLEVIATE MALADJUSTMENT BY CAPITALIZING ON EXISTING INTERPERSONAL RELATIONS IN GROUPS OR BY STRUCTURING THE GROUP AND THE TASK SITUATION SO AS TO PROMOTE THESE ADJUSTIVE INTERPERSONAL RELATIONS. (U)

AD-649 513 5/10
ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA

HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS. REPORT ON UNIT EFFECTIVENESS. (U)

DESCRIPTIVE NOTE: REPT., FOR APR-JUL 66,
FEB 67 17P POSSENTI,RICHARD G. ;
REPT. NO. AAL-TR-66-11
PROJ: 8237
TASK: 01005

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH BASSET ARMY HOSP., FORT WAINWRIGHT, ALASKA.

DESCRIPTORS: (*GROUP DYNAMICS, EFFECTIVENESS), (*PERFORMANCE(HUMAN), GROUP DYNAMICS), LEADERSHIP, BEHAVIOR, PERSONALITY, ATTITUDES, COLD WEATHER TESTS, STRESS(PSYCHOLOGY), PSYCHOMETRICS, ENVIRONMENTAL TESTS, ARMY PERSONNEL, ALASKA (U)

AT THE REQUEST OF THE SURGEON'S OFFICE, U.S. ARMY, ALASKA, USARAL, THE ARCTIC AEROMEDICAL LABORATORY PSYCHOLOGIST ACCOMPANIED 30 ARMY PERSONNEL ON A FIELD EXERCISE NEAR EIELSON AIR FORCE BASE, ALASKA, TO STUDY BEHAVIOR AND PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS. THE MEN WERE DIVIDED INTO SQUADS OF 10 MEN EACH, REPRESENTING THREE COMPANIES. PERSONALITY AND ATTITUDE SCALES WERE ADMINISTERED BEFORE, DURING AND AFTER THE EXERCISE. ANALYSIS SHOWED THE ESSENTIAL CHARACTER OF DYNAMIC LEADERSHIP PURPOSE AND DIRECTION NECESSARY FOR MISSION SUCCESS. IT ALSO POINTED UP THAT THE ABSENCE OF THESE CHARACTERISTICS (VARIABLES) LEADS TO INDEPENDENT AND SEPARATE ACTION WITH THE CONSEQUENT RESULT OF UNIT INEFFECTIVENESS. THE MOST IMPORTANT FACTOR IN MISSION SUCCESS SEEMED TO BE GOOD LEADERSHIP. (U)

AD-650 364 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

PREDICTING SUCCESS IN NAVAL FLIGHT OFFICER TRAINING, (U)

FEB 67 15P PETERSON,FLOYD E. ;BOOTH,
RICHARD F. ;LANE,NORMAN E. ;AMBLER,ROSALIE
K. ;
REPT. NO. NAMI-996
MONITOR: NAVMED MF-022.01.02.5002-9

UNCLASSIFIED REPORT

DESCRIPTORS: (*AVIATION PERSONNEL, SELECTION), (*NAVAL AVIATION, TRAINING), OFFICER PERSONNEL, PREDICTIONS, PERFORMANCE TESTS, DECISION MAKING, PSYCHOMETRICS (U)

THE PURPOSE OF THIS STUDY WAS TO DEVELOP A SYSTEM FOR THE PREDICTION OF SUCCESS OR FAILURE IN THE NAVAL FLIGHT OFFICER (NFO) PROGRAM FOR USE DURING BASIC NFO TRAINING. TWO INITIAL SELECTION TESTS (AN ACADEMIC ABILITY TEST AND A MECHANICAL COMPREHENSION TEST) PLUS TWO ACADEMIC PERFORMANCE MEASURES RESULTED IN A MULTIPLE CORRELATION COEFFICIENT OF .45 WITH A DICHOTOMOUS CRITERION OF PASS/ATTRITE. DECISION MAKING REGARDING THE RETENTION OF MARGINAL STUDENTS COULD BE IMPROVED BY USE OF THE PREDICTION FORMULA GENERATED IN THIS STUDY. (AUTHOR) (U)

AD-650 712   5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

THE SKILLS OF LEADERSHIP,   (U)

APR 67   14P   OLMSTEAD,JOSEPH A. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER-15-67
CONTRACT: DA-44-188-ARO-2

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN MILITARY REVIEW V47 N3 P62-70 MAR 1967.

DESCRIPTORS: (*LEADERSHIP, EFFECTIVENESS), ORGANIZATIONS, SUPERVISORY PERSONNEL, MILITARY PERSONNEL, ATTITUDES, MOTIVATION, PERFORMANCE(HUMAN), BEHAVIOR, DECISION MAKING, REASONING   (U)

THE ULTIMATE CRITERION OF EFFECTIVE LEADERSHIP CAN ONLY BE THE QUALITY OF PERFORMANCE DEMONSTRATED BY AN ORGANIZATION'S PERSONNEL, BOTH INDIVIDUALLY AND AS A UNIT. THIS MEANS THAT A COMMANDER HAS FAILED IF HE DOES NOT IMPROVE, OR AT LEAST MAINTAIN, THE PERFORMANCE CAPABILITIES OF THE ORGANIZATION ENTRUSTED TO HIM. HE HAS FAILED IF HE DOES NOT INFLUENCE HIS PERSONNEL TO PERFORM THE DUTIES ASSIGNED TO THEM. PERFORMANCE REMAINS, OF NECESSITY, BOTH THE AIM AND THE PROOF OF HIS LEADERSHIP. ACCORDINGLY, EACH DELIBERATION OF LEADERSHIP PROBLEMS, EACH LEADERSHIP DECISION, AND EACH LEADERSHIP ACT MUST HAVE AS A FIRST CONSIDERATION ITS EFFECT UPON PERFORMANCE. WHEN VIEWED IN THIS WAY, IT IS CLEAR THAT LEADERSHIP IS THE PROCESS OF INFLUENCING INDIVIDUALS AND ORGANIZATIONS TO OBTAIN DESIRED RESULTS. IT IS ALSO APPARENT THAT THE SKILLS REQUIRED TO EXERCISE SUCH INFLUENCE EFFECTIVELY BECOME HIGHLY IMPORTANT. (AUTHOR)   (U)

AD-651 778   5/9   5/10
ARMY AIR FORCES WASHINGTON D C AVIATION PSYCHOLOGY
PROGRAM

THE CLASSIFICATION PROGRAM.   (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
47   407P   DUBOIS,PHILIP H. ;
REPT. NO. 2

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-651 779.

DESCRIPTORS: (*AVIATION PERSONNEL, SELECTION), (*PSYCHOMETRICS, AVIATION PERSONNEL), AVIATION MEDICINE, CLASSIFICATION, AIR FORCE TRAINING, TEST CONSTRUCTION(PSYCHOLOGY), MEDICAL EXAMINATION, PSYCHOMOTOR TESTS, RELIABILITY, PILOTS, NAVIGATOR-BOMBARDIERS, STATISTICAL ANALYSIS, APTITUDE TESTS   (U)

IN WORLD WAR II A PSYCHOLOGICAL PROGRAM FOR THE SELECTION AND CLASSIFICATION OF AIR CREWS WAS ESTABLISHED IN THE ARMY AIR FORCES. THE DECISION WAS MADE TO USE A SCREENING TEST, THE AAF QUALIFYING EXAMINATION, FOR PRELIMINARY SELECTION OF MEN TO BE TRAINED FOR AIR CREWS. ON THE BASIS OF A BATTERY OF PRINTED AND APPARATUS TESTS, WEIGHTED PREDICTIVE SCORES WERE DETERMINED FOR THE THREE AIR CREW SPECIALTIES: PILOT, BOMBARDIER, AND NAVIGATOR. THROUGHOUT THE WAR AN EXTENSIVE PROGRAM OF RESEARCH ON THE PROBLEMS OF THE SELECTION AND CLASSIFICATION OF AIR CREWS WAS CARRIED OUT BY AVIATION PSYCHOLOGISTS. STANINES, AS THE WEIGHTED SINGLE-DIGIT PREDICTIVE SCORES WERE CALLED, AND CLASSIFICATION AND EXPERIMENTAL TESTS WERE VALIDATED AGAINST SUCCESS IN TRAINING AND COMBAT. (AUTHOR)   (U)

AD-653 783 5/9
ARMY ENLISTED EVALUATION CENTER INDIANAPOLIS IND

VALIDATION OF THE COMMANDER'S EVALUATION REPORT AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN MOS CODE 141.6 (13B40), (U)

JUN 67 24P KRAFT,JOHN D. ;
REPT. NO. TECHNICAL RESEARCH STUDY-66

UNCLASSIFIED REPORT

DESCRIPTORS: (*PSYCHOMETRICS, *ARMY PERSONNEL), MILITARY PSYCHOLOGY, PERFORMANCE TESTS, STATISTICAL ANALYSIS, PERFORMANCE(HUMAN) (U)
IDENTIFIERS: EVALUATION (U)

THE PRESENT VALIDATION REPORT FURNISHED PERTINENT VALIDITY DATA FOR THE COMMANDER'S EVALUATION REPORT (CER) AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMAN, MOS CODE 141.6, WHICH WERE ADMINISTERED IN THE MAY 1965 EVALUATION PERIOD. THE EMPIRICAL VALIDITIES WERE OBTAINED FOR ALL PREDICTORS AND COMBINATIONS OF PREDICTORS. THE MOST APPROPRIATE UTILIZATION OF THESE EXISTING PREDICTORS WAS DETERMINED. EVALUATIVE STATISTICS WERE PROVIDED FOR CER APPRAISAL AND REVISION. THE FOLLOWING THREE METHODS OF COMBINING PREDICTORS WERE COMPARED FOR THE DEVELOPMENT OF RAW COMPOSITE SCORES (RCS'S): (1) THE PRESENT PROCEDURE OF COMBINING THE TOTAL MOS EVALUATION TEST AND THE TOTAL CER AS PRESCRIBED BY DEPARTMENT OF THE ARMY DIRECTIVE; (2) THE WEIGHTING OF THE TOTAL MOS EVALUATION TEST AND THE TOTAL CER BY STATISTICAL PROCEDURES; AND (3) THE WEIGHTING OF THE SUBDIVISIONS OF THE MOS EVALUATION TEST AND CER BY STATISTICAL PROCEDURES. THE VALIDITIES, AFTER SHRINKAGE, BY METHOD WERE: METHOD (1), .54; METHOD (2), .52; AND METHOD (3), .63. COMPUTATIONAL FORMULAS WERE PROVIDED UNDER DISCUSSION FOR THE DEVELOPMENT OF RCS'S BY METHODS (2) AND (3). METHOD THREE WAS FOUND TO BE SUPERIOR TO THE OTHERS. THE TOTAL CER HAD A VALIDITY COEFFICIENT OF .48 (SIGNIFICANT AT THE .01 LEVEL) AND THE TOTAL MOS EVALUATION TEST HAD A VALIDITY COEFFICIENT OF .48 (SIGNIFICANT AT THE .01 LEVEL). PARTIAL CORRELATION COEFFICIENTS FOR THE TOTAL CER AND THE CER SCALES WITH THE MOS EVALUATION TEST HELD AS A CONSTANT INDICATED THAT TWO OF THE 12 SCALES WERE INDEPENDENTLY VALID PREDICTORS OF JOB PERFORMANCE. (U)

AD-654 512 5/10 5/5
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

STUDIES OF COMPONENT-TOTAL TASK RELATIONS: ORDER OF COMPONENT-TOTAL TASK PRACTICE AND TOTAL TASK PREDICTABILITY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
MAR 67 51P FREEDLE,ROY OMER ;ZAVALA, ALBERT ;FLEISHMAN,EDWIN A. ;
REPT. NO. AIR-E-29-3/67-TR-1
CONTRACT: DA-49-193-MD-2632

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE(HUMAN), FACTOR ANALYSIS), LEARNING, PSYCHOMOTOR TESTS, BEHAVIOR, PREDICTIONS, EFFICIENCY, ANALYSIS OF VARIANCE, HUMAN ENGINEERING (U)

THE PURPOSE OF THIS STUDY WAS TO EXAMINE THE RELATIONSHIPS BETWEEN PERFORMANCE ON A COMPLEX (TOTAL) TASK AND THE PERFORMANCE ON VARIOUS COMPONENTS OF THAT TASK WHEN THE LATTER ARE PRACTICED IN DIFFERENT ORDERS. THE TOTAL TASK (THE COMPLEX COORDINATOR) WAS REPRESENTED AS A COMPOSITE OF SINGLE-LEVEL AND/OR DOUBLE-LEVEL TASK COMPONENTS. WHEN THE ORDER IN WHICH THE VARIOUS TASKS WAS IGNORED, 31.6% OF THE TOTAL TASK VARIANCE COULD BE ACCOUNTED FOR BY THE COMPONENT TASK SCORES, BUT WHEN ORDER OF PRACTICE WAS TAKEN INTO ACCOUNT TOTAL TASK VARIANCE ACCOUNTED FOR VARIED FROM 32.5% UP TO 70.6% DEPENDING ON WHICH PARTICULAR DOUBLE-LEVEL AND SINGLE-LEVEL TASKS WERE COMBINED TO PREDICT TOTAL TASK SCORES. THUS ORDER OF PRACTICE ON PART TASKS (COMPONENT TASKS) WITH RESPECT TO THE TOTAL TASK MAKES A DIFFERENCE IN PREDICTING TOTAL TASK PROFICIENCY. MORE SPECIFICALLY, OBSERVED AND PREDICTED TOTAL TASK SCORES AGREE BETTER WHEN DOUBLE-LEVEL COMPONENTS ARE PRACTICED BEFORE THE TOTAL TASK THAN WHEN THEY ARE PRACTICED AFTER THE TOTAL TASK. ALSO, TOTAL TASK PROFICIENCY IS SIGNIFICANTLY IMPROVED BY PRIOR PRACTICE ON DOUBLE-LEVEL TASKS. PRIOR PRACTICE ON SINGLE-LEVEL TASKS DID NOT LEAD TO SIGNIFICANT TOTAL TASK IMPROVEMENT. (AUTHOR) (U)

AD-656 303 5/9
PERSONNEL RESEARCH LAB LACKLAND AFB TEX

RELATIONSHIP OF AFOQT SCORES TO MEASURES OF SUCCESS IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING, (U)

OCT 66 35P MILLER,ROBERT E. ;
REPT. NO. PRL-TR-66-14
PROJ: AF-7719
TASK: 771906

UNCLASSIFIED REPORT

DESCRIPTORS: (*AVIATION PERSONNEL, SELECTION), PILOTS, NAVIGATORS, TRAINING, PERFORMANCE TESTS (U)

SCORES ON THE PILOT, NAVIGATOR-TECHNICAL, AND OFFICER QUALITY COMPOSITES OF THE AIR FORCE OFFICER QUALIFYING TEST (AFOQT) WERE COMPARED WITH MEASURES OF SUCCESS IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING. THE SAMPLES CONSISTED OF 4,993 STUDENT PILOTS AND 2,132 STUDENT NAVIGATORS WHO ENTERED TRAINING OVER A PERIOD OF APPROXIMATELY TWO YEARS. EACH SAMPLE WAS SUBDIVIDED ACCORDING TO SOURCE OF COMMISSION AND, IN THE CASE OF THE PILOT SAMPLE, BY TYPE OF AIRCRAFT AND CURRICULUM. CORRELATIONS OF AFOQT COMPOSITE SCORES WITH CRITERIA OF SUCCESS WERE COMPUTED WITHIN EACH OF 16 SAMPLES AND SUBSAMPLES THUS DEFINED. CRITERIA WERE TRAINING GRADES AND GRADUATION VS. ELIMINATION BY VARIOUS CATEGORIES. SELECTED VALIDITY COEFFICIENTS WERE CORRECTED FOR RANGE RESTRICTION IN 4 SAMPLES. IN GENERAL, THERE WAS GOOD PREDICTION OF TRAINING GRADES, ACADEMIC ELIMINATION, FLYING DEFICIENCY ELIMINATION, AND ELIMINATION FOR ALL REASONS COMBINED. ELIMINATION FOR MOTIVATIONAL REASONS WAS PREDICTABLE IN SOME GROUPS. MILITARY ELIMINATION OCCURRED INFREQUENTLY BUT WAS NEGATIVELY PREDICTABLE IN THE TOTAL NAVIGATOR SAMPLE. (AUTHOR) (U)

AD-656 971 5/9 5/5 1/2
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

HUMAN FACTORS IN AVIATION: SOME RECURRENT PROBLEMS
AND NEW APPROACHES, (U)

JUN 67 23P PROPHET,WALLACE W. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER-30-67
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712-01

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE ALABAMA PSYCHOLOGICAL ASSOCIATION ANNUAL MEETING, MOBILE, MAY 1967.

DESCRIPTORS: (*AVIATION PERSONNEL, PERFORMANCE(HUMAN)), (*TRAINING, AERONAUTICS), FLIGHT SIMULATORS, PREDICTIONS, SIMULATION, PERFORMANCE TESTS, PILOTS (U)

THREE AREAS OF HUMAN FACTORS CONCERN IN AVIATION--PERFORMANCE ASSESSMENT, PREDICTION OF PERFORMANCE, AND SIMULATION IN TRAINING--ARE DISCUSSED. EMPHASIS IS PLACED ON THE NECESSITY FOR PROVIDING OBJECTIVE AND STANDARDIZED EVALUATION OF FLIGHT TRAINEES, RATHER THAN USING THE UNRELIABLE SUBJECTIVE EVALUATION METHODS. METHODS FOR PREDICTING TRAINEES' PERFORMANCE, PARTICULARLY IN COMBAT SITUATIONS, ARE BEING SOUGHT. USE OF SIMULATION IN TRAINING HELICOPTER PILOTS HAS BEEN MINIMAL, BUT RECENTLY TWO DEVICES WERE DEVELOPED TO PROVIDE BETTER TRANSFER OF TRAINING FROM THE DEVICE TO THE ACTUAL HELICOPTER SITUATION. (AUTHOR) (U)

AD-659 286 5/9
NAVAL PERSONNEL RESEARCH ACTIVITY SAN DIEGO CALIF

TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER DEMOLITION TEAM SCHOOL PERFORMANCE. (U)

DESCRIPTIVE NOTE: RESEARCH REPT.,
APR 67 24P GITHENS,WILLIAM H. ;NEUMANN, IDELL ;ABRAHAMS,NORMAN M. ;
REPT. NO. NPRA-SRR-67-15
PROJ: PF016050304

UNCLASSIFIED REPORT

DESCRIPTORS: (*UNDERWATER DEMOLITION TEAMS, TRAINING), (*NAVAL PERSONNEL, SELECTION), (*NAVAL TRAINING, PERFORMANCE(HUMAN)), PREDICTIONS, ATTRITION, RECRUITING, SOURCES, CORRELATION TECHNIQUES, OFFICER PERSONNEL, PSYCHOMETRICS (U)

TO DETERMINE IF DIFFERENCES IN GRADUATION RATE EXIST AMONG UNDERWATER DEMOLITION TEAM (UDT) SCHOOL TRAINEES CATEGORIZED (1) AS TO SOURCE OF UDT SCHOOL INPUT AND (2) ON THE BASIS OF OTHER VARIABLES, INFORMATION WAS COLLECTED ON ALL STUDENTS IN UDT CLASSES NO. 28 THROUGH NO. 38. FOR THE ENLISTED SAMPLE, TWO VARIABLES WERE FOUND TO BE RELATED TO UDT SCHOOL SUCCESS TO A STATISTICALLY SIGNIFICANT DEGREE: (1) SOURCE, AND (2) AGE. ENLISTED MEN FROM SHORE OR AIR BILLETS OR DIRECTLY FROM BOOT CAMP HAVE A HIGHER GRADUATION RATE THAN THOSE FROM FLEET OR OVERSEAS SHORE BILLETS. ENLISTED MEN BETWEEN THE AGE OF 19 AND 24 OR WHO ARE 29 OR OLDER HAVE A HIGHER GRADUATION RATE THAN OTHER AGE GROUPS. THE FOLLOWING VARIABLES WERE EITHER OF UNCERTAIN RELEVANCE OR UNRELATED TO UDT SCHOOL GRADUATION RATE: (1) INPUT SOURCE OF OFFICERS, (2) AGE OF OFFICERS, (3) PERCENTAGE OF OFFICERS IN THE STARTING CLASS, (4) CLASS SIZE, AND (5) TIME TREND OF CONVENING CLASSES. ANALYSIS SHOWED THAT FOR ENLISTED MEN, COMBINING AGE AND SOURCE RESULTS IN PREDICTION BETTER THAN THAT POSSIBLE WITH EITHER USED ALONE. (AUTHOR) (U)

AD-659 370 5/9
ARMY ENLISTED EVALUATION CENTER INDIANAPOLIS IND

PRELIMINARY VALIDITY REPORT OF THE MOS EVALUATION
TEST FOR TRACK VEHICLE MECHANIC, MOS CODE 63C20. (U)

AUG 67 35P YELLEN,TED M. I. ;
REPT. NO. TECHNICAL RESEARCH STUDY-92

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE TESTS, ARMY PERSONNEL), (*PSYCHOMOTOR TESTS, ARMY PERSONNEL), MILITARY PSYCHOLOGY, PERFORMANCE(HUMAN), EFFECTIVENESS, TRACKED VEHICLES, MAINTENANCE PERSONNEL (U)

THE PRESENT PRELIMINARY REPORT FURNISHED PERTINENT VALIDITY DATA FOR THE MOS EVALUATION TEST FOR TRACK VEHICLE MECHANIC, MOS CODE 63C20, WHICH WAS ADMINISTERED IN THE NOVEMBER 1966 EVALUATION PERIOD. STATISTICAL BASES WERE PROVIDED TO ALLOW CONTROL, IN TEST REVISION, OVER THE EVALUATION TEST CHARACTERISTICS OF MEAN, STANDARD DEVIATION, RELIABILITY, AND VALIDITY. THE EVALUATION TEST CHARACTERISTIC OF VALIDITY WAS GIVEN SPECIAL ATTENTION. INCREASING THE VALIDITY OF AN EVALUATION TEST WAS CONSIDERED AT BOTH THE ITEM AND THE TEST OUTLINE LEVELS. THE STATISTICAL RATIONALE AND DATA NECESSARY FOR THIS PURPOSE WERE PROVIDED FOR THE USE OF RESEARCH PSYCHOLOGISTS IN THE TEST DEVELOPMENT BRANCH OF THE US ARMY ENLISTED EVALUATION CENTER. THE USERS OF THE INFORMATION AND DATA IN THE PRESENT REPORT SHOULD: (1) HAVE A THOROUGH WORKING KNOWLEDGE OF THE RELATIONSHIPS BETWEEN ITEM AND TEST STATISTICS TO ENABLE MORE CONTROL IN TEST REVISION OVER EVALUATION TEST MEANS, STANDARD DEVIATIONS, RELIABILITIES, AND VALIDITIES; (2) INSOFAR AS IT IS PRACTICABLE, INCLUDE ITEMS OF SUBSTANTIAL VALIDITY IN REVISED TESTS; (3) STUDY ITEMS OF SUBSTANTIAL VALIDITY TO DETERMINE THE PARTICULAR TYPES OF ITEMS WHICH TEND TO BE MOST VALID FOR A GIVEN EVALUATION TEST; AND (4) IF OUTLINE REVISION IS DEEMED APPROPRIATE, MAKE SUCH REVISIONS IN VIEW OF KNOWN RELATIONSHIPS BETWEEN BSMA'S. (U)

AD-661 276 5/10 5/9
WASHINGTON UNIV ST LOUIS MO DEPT OF PSYCHOLOGY

A LEARNING TEST APPROACH TO PREDICTING CLASSROOM PERFORMANCE. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 67 48P WARDROP,JAMES L. ;
REPT. NO. TR-13
CONTRACT: NONR-816(14)

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEARNING, PSYCHOMETRICS), PERFORMANCE(HUMAN), PROGRAMMED INSTRUCTION, INTELLIGENCE TESTS, ACHIEVEMENT TESTS, APTITUDE TESTS, EDUCATION, PREDICTIONS, VERBAL BEHAVIOR (U)

MINIATURE LEARNING SITUATIONS CAN BE USED TO PREDICT CLASSROOM PERFORMANCE. WHEN A SINGLE PROGRAM IS USED TO OBTAIN A MEASURE OF LEARNING ABILITY, THE COMBINATION OF THE RESULTING GAIN MEASURE OF LEARNING ABILITY WITH A MEASURE OF VERBAL INTELLIGENCE LEADS TO AN APPRECIABLY HIGHER VALIDITY THAN CAN BE OBTAINED WHEN EITHER MEASURE IS USED SINGLY. SINCE PROGRAMMED INSTRUCTION PROVIDES AN EFFECTIVE MINIATURE LEARNING SITUATION, SUGGESTIONS ARE MADE FOR FURTHER RESEARCH DEALING WITH THE POSSIBILITY OF USING OTHER COMPLEX LEARNING TASKS AS MINIATURE LEARNING SITUATIONS AND WITH THE RELATIONSHIPS AMONG THE VARIOUS GAIN MEASURES OF LEARNING WHICH WOULD BE DEVELOPED. (AUTHOR) (U)

AD-661 613 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

EVALUATION OF THREE EXPERIMENTAL SYSTEMS FOR
NONCOMMISSIONED OFFICER TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 67 62P HOOD,PAUL D. ;SHOWEL,
MORRIS ;STEWART,EDWARD C. ;
REPT. NO. HUMRRO-TR-67-12
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712-01

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY TRAINING, LEADERSHIP),
ARMY TRAINING, ARMY PERSONNEL, ATTITUDES,
MORALE, MOTIVATION, PERFORMANCE(HUMAN) (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS (U)

IN RESEARCH ON JUNIOR NCO LEADERSHIP PREPARATION FOR ADVANCED BASIC ARMY TRAINEES, A LARGE-SCALE EXPERIMENT CONTRASTED THREE LEADERSHIP TRAINING TREATMENTS AND TWO CONTROL TREATMENTS. THESE WERE SYSTEMATICALLY APPLIED TO EACH OF FIVE COMPANIES IN A SINGLE BATTLE GROUP AT AN ARMY TRAINING CENTER IN 1961. THE STUDY INVOLVED MORE THAN 400 TRAINEE LEADERS, 4,000 FOLLOWERS, AND 145 CADRE ORGANIZED IN MORE THAN 20 CYCLES AND 80 PLATOONS. INTENSIVE ANALYSIS OF 21 SELECTED CRITERIA INDICATED THAT, AMONG OTHER FINDINGS, TRAINED LEADERS RECEIVED HIGHER RATINGS; THEY AND THEIR FOLLOWERS PERFORMED BETTER ON MILITARY PROFICIENCY TESTS; THEIR SQUADS SHOWED HIGHER ESPRIT; THEY PREPARED, BRIEFED, AND CONTROLLED THEIR SQUADS BETTER ON A TACTICAL FIELD EXERCISE. THEY ALSO HELD MORE FAVORABLE ATTITUDES TOWARD THE ARMY, ALTHOUGH THEIR FOLLOWERS TENDED TO BE LESS FAVORABLE TOWARD THE ARMY AND TOWARD TRAINEE LEADERS IN GENERAL. AMONG THE LEADER TRAINING TREATMENTS, BOTH CRITERION MEASURES AND ADMINISTRATIVE CONSIDERATIONS INDICATED THAT A LEADER PREPARATION COURSE (LPC) TRAINING SYSTEM WAS PREFERRED OVER LEADERSHIP TRAINING INTEGRATED WITH AIT. (AUTHOR) (U)

AD-662 092 5/10
NAVAL MEDICAL RESEARCH INST BETHESDA MD

THE INTERACTION OF PERSONALITY AND INTELLIGENCE IN TASK PERFORMANCE, (U)

65 14P KIPNIS,DAVID ;WAGNER,CARL ;
PROJ: NAVMED-MF-022.01-03-1002
TASK: MF022.01.03-1002-7

UNCLASSIFIED REPORT
AVAILABILITY: PUBLISHED IN EDUCATIONAL AND PSYCHOLOGICAL MEASUREMENT V25 N3 P731-44 1965.

DESCRIPTORS: (*PERSONALITY, *BEHAVIOR), SOCIAL PSYCHOLOGY, MOTIVATION, PERFORMANCE(HUMAN), INTELLIGENCE TESTS, PERSONALITY TESTS, APTITUDE TESTS, NAVAL PERSONNEL, PREDICTIONS (U)

PRIOR FIELD STUDIES HAD FOUND THAT INTELLIGENCE MODERATED THE VALIDITY OF TWO NON-COGNITIVE TESTS THAT HAD BEEN DEVELOPED TO PREDICT THE JOB PERFORMANCE OF NAVY ENLISTED MEN. THE FIRST TEST WAS AN ATTEMPT TO MEASURE PERSISTENCE, AND THE SECOND TEST WAS A PURPORTED MEASURE OF PASSIVE-AGGRESSIVE CHARACTER STRUCTURE CALLED THE INSOLENCE SCALE. THE PRESENT STUDY TESTED THE HYPOTHESIS THAT TASK DIFFICULTY WAS THE BASIS FOR THE FIELD STUDY RESULTS. FROM 70 TO 140 NAVY ENLISTED MEN COMPLETED THREE TASKS, EACH OF WHICH WAS VARIED IN TASK DIFFICULTY. RESULTS DID NOT SUPPORT THE HYPOTHESIS CONCERNING TASK DIFFICULTY. HOWEVER, THEY DID YIELD SIGNIFICANT INTERACTIONS BETWEEN INTELLIGENCE, THE TWO TESTS, AND ASPECTS OF TASK PERFORMANCE. THE FINDINGS THEN PARALLEL IN A LAB SETTING THOSE OF THE ORIGINAL FIELD STUDIES. INTERNAL ANALYSIS SUGGESTED THAT TASK MOTIVATION, RATHER THAN TASK DIFFICULTY, MAY BE THE BASIS FOR THE INTERACTIONS BETWEEN THE PERSISTENCE TEST AND PERFORMANCE. (AUTHOR) (U)

AD-663 528 5/9
NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE SCHOOL. (U)

DESCRIPTIVE NOTE: FINAL REPT.,
JUL 45 19P BARTLETT,N. R. ;
REPT. NO. NMRL-67
PROJ: NAVMED-X-530

UNCLASSIFIED REPORT

DESCRIPTORS: (*SUBMARINE PERSONNEL, SELECTION), (*OFFICER PERSONNEL, SELECTION), CORRELATION TECHNIQUES, PERFORMANCE(HUMAN), APTITUDE TESTS, MATHEMATICAL PREDICTION, LEARNING, NAVAL TRAINING (U)

THE SECTIONS OF THE OFFICER CLASSIFICATION TEST ARE EVALUATED IN TERMS OF A CRITERION OF SUCCESS IN LEARNING THE DUTIES OF A SUBMARINE OFFICER. THE RESULTS ALSO ARE ANALYZED AFTER REFINING THE DATA ACCORDING TO THE SUBMARINE TRAINING THE OFFICERS RECEIVE PRIOR TO ASSIGNMENT TO THE NEW LONDON SCHOOL. CORRELATIONS AND SCATTERGRAMS OF RESULTS ARE TABULATED AND DISCUSSED, AND A FOLLOW-UP STUDY IN WHICH THESE FINDINGS WILL BE ELABORATED WAS UNDERTAKEN BY THE TEST AND RESEARCH SECTION OF THE BUREAU OF NAVAL PERSONNEL. THE FOLLOWING FOUR POINTS ARE CONCLUDED: (1) OFFICER CLASSIFICATION TEST SCORES ARE CORRELATED SIGNIFICANTLY WITH PERFORMANCE IN SUBMARINE SCHOOL. OVERALL COEFFICIENTS OF THE ORDER OF 0.40 ARE REPORTED. (2) A SCORE COMBINING SECTIONS OF THE TEST IS THE MOST EFFICIENT INDEX OF SUBSEQUENT ACADEMIC STANDING, BUT IF ANY SINGLE SECTION SCORE MUST BE EMPLOYED, THE MATHEMATICAL SCORE IS PROBABLY THE MOST SATISFACTORY OF THE FOUR SCORES. (3) CANDIDATES WITH PREVIOUS SUBMARINE INDOCTRINATION ACHIEVE HIGHER STANDINGS THAN DO THOSE WITHOUT INDOCTRINATION. (4) THE CLASS STANDINGS OF OFFICERS WITH PREVIOUS INDOCTRINATION CAN BE PREDICTED WITH MORE CONFIDENCE FROM THE APTITUDE SCORES THAN CAN THE STANDINGS OF OFFICERS WITHOUT INDOCTRINATION. THE COEFFICIENTS FOR THOSE WITH INDOCTRINATION ARE OF THE ORDER OF 0.45. (AUTHOR) (U)

AD-668 823   5/9   5/10   15/3
BUCKNELL UNIV LEWISBURG PA

FEAR OF FAILURE AND INDICES OF LEADERSHIP UTILIZED IN THE TRAINING OF ROTC CADETS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
APR 68   17P   TEEVAN,RICHARD C. ;DAPRA, RICHARD A. ;
REPT. NO. TR-26
CONTRACT: NONR-3591(01)
PROJ: NR-171-803

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMED FORCES RESERVES, MILITARY TRAINING), MOTIVATION, LEADERSHIP, PUBLIC RELATIONS, ACHIEVEMENT TESTS, ANXIETY, PERFORMANCE(HUMAN), QUESTIONNAIRES, PROBLEM SOLVING (U)
IDENTIFIERS: ROTC CADETS, TAT(THEMATIC APPERCEPTION TEST), *THEMATIC APPERCEPTION TESTS (U)

FORTY-THREE BUCKNELL UNIVERSITY SENIOR MALES WHO WERE ENROLLED IN THE ARMY ROTC PROGRAM WERE UTILIZED AS SS. A MODIFIED FORM OF THE THEMATIC APPERCEPTION TEST (TAT) WAS ADMINISTERED AND SCORED FOR FEAR OF FAILURE MOTIVATION (FF) BY MEANS OF THE HOSTILE PRESS (HP) SYSTEM (BIRNEY ET AL., 1968). THE LEADERSHIP OPINION QUESTIONNAIRE (FLEISHMAN, 1960) WAS ADMINISTERED, AND THE SS' LEADERSHIP EVALUATIONS FROM ROTC CADET SUMMER CAMP WERE UTILIZED AS INDICES OF VARIOUS LEADERSHIP TRAITS. THE RELATIONSHIPS BETWEEN FF AND THE LEADERSHIP MEASURES WERE ANALYZED BY MEANS OF THE PEARSON PRODUCT MOMENT CORRELATION STATISTIC. SIGNIFICANT NEGATIVE CORRELATIONS WERE FOUND BETWEEN FF AS MEASURED BY THE HP SYSTEM AND THE VARIABLES, INITIATIVE AND STRUCTURE. FF INDIVIDUALS TENDED NOT TO STRUCTURE THEIR OWN ROLES NOR THE ROLES OF THEIR SUBORDINATES TOWARD GOAL ATTAINMENT. ALSO, THEY DID NOT SHOW THE ABILITY TO TAKE NECESSARY AND APPROPRIATE ACTIONS ON THEIR OWN DURING SUMMER TRAINING. THESE FINDINGS WERE DISCUSSED IN TERMS OF THE FF INDIVIDUAL'S CONCERN OVER THE OPINION OF OTHERS AND HIS NEED TO SUBMIT TO GAIN APPROVAL. (AUTHOR) (U)

AD-671 792 6/14 5/9 5/10
NAVAL SUBMARINE MEDICAL CENTER GROTON CONN SUBMARINE MEDICAL RESEARCH LAB

PERSONNEL SELECTION IN THE NAVY: PROCEEDINGS OF A NAVY-WIDE WORKSHOP, APRIL 67. (U)

FEB 68 130P WEYBREW,BENJAMIN B. ;
REPT. NO. SMRL-511
PROJ: MR022.01.02-9004-01

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, SELECTION), (*PSYCHOMETRICS, NAVAL PERSONNEL), APTITUDE TESTS, PERSONALITY TESTS, MEDICAL EXAMINATION, SUBMARINE PERSONNEL, MOTIVATION, ADJUSTMENT(PSYCHOLOGY), GROUP DYNAMICS, CONFINEMENT(PSYCHOLOGY), PERFORMANCE(HUMAN), MILITARY PSYCHOLOGY, NAVAL TRAINING, AVIATION PERSONNEL, DATA PROCESSING SYSTEMS, SYMPOSIA (U)
IDENTIFIERS: AQUANAUTS (U)

THE REPORT REPRESENTS THE PROCEEDINGS OF A NAVY-WIDE WORKSHOP ON PERSONNEL SELECTION IN THE U.S. NAVY. THE THIRTY PARTICIPANTS REPRESENTED THE MAJOR NAVY ACTIVITIES WITH ON-GOING PERSONNEL SELECTION PROGRAMS. THIS REPORT CONSISTS OF THE EDITED TRANSCRIPTIONS OF THE TAPED RECORDINGS FROM THE SEVEN WORKSHOP SESSIONS ENTITLED: (1) BRIEF UPDATING OF SELECTION PROGRAMS BY REPRESENTATIVES OF ATTENDING ACTIVITIES; (2) CRITERION DEVELOPMENT; (3) PERSONALITY AND APTITUDE MEASUREMENT IN SELECTION; (4) BIOMEDICAL INDICES IN SELECTION; (5) SMALL GROUPS' OBSERVATIONAL DATA IN SELECTION; (6) PERSONNEL ALLOCATION PROCESSES; AND (7) SELECTION-RELATED RESEARCH AREAS AND DIVISION OF LABOR AMONG THE NAVY ACTIVITIES. SELECTION METHODOLOGIES, STATISTICAL TECHNIQUES, COMPUTER STRATEGIES, AND THE PROS AND CONS OF VARIOUS PSYCHOMETRIC APPROACHES USED IN SELECTION ARE DISCUSSED. (AUTHOR) (U)

AD-672 174 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

THE EFFECTS OF GROUP COMPETITION UPON STUDENT
PERFORMANCE, (U)

JUN 68 49P KUBALA,ALBERT L. ;
CHRISTENSEN,HAROLD E. ;
REPT. NO. HUMRRO-TR-68-7
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2J024701A712
TASK: 2J024701A712-01

UNCLASSIFIED REPORT

DESCRIPTORS: (*GROUP DYNAMICS,
PERFORMANCE(HUMAN)), (*MOTIVATION,
*TRAINING), MILITARY TRAINING, ATTRITION,
STUDENTS, MILITARY PERSONNEL, ATTITUDES (U)
IDENTIFIERS: COMPETITION (U)

IN A STUDY TO DETERMINE WHETHER GROUP COMPETITION IS EFFECTIVE IN IMPROVING MOTIVATION IN TECHNICAL TRAINING, TWO EXPERIMENTAL CLASSES WERE DIVIDED INTO FOUR GROUPS EACH, EQUAL IN SIZE AND MEAN APTITUDE. EACH GROUP COMPETED WITH EACH OF THE OTHER GROUPS DURING SUCCESSIVE TWO-WEEK INTERVALS. THE WINNER IN EACH PAIRING WAS THE GROUP THAT FAILED THE SMALLEST PERCENTAGE OF REGULARLY SCHEDULED SCHOOL EXAMINATIONS DURING THE PERIOD. LOW-COST AND RECOGNITION-TYPE REWARDS WERE PRESENTED TO MEMBERS OF WINNING GROUPS. PEER RATINGS AND AN ATTITUDE QUESTIONNAIRE WERE ADMINISTERED BEFORE THE FIRST EXAMINATION, AND AGAIN AFTER FOUR WEEKS. THE PEER RATING ON DESIRE TO SUCCEED AND THE QUESTIONNAIRE, BOTH PRESUMABLY MEASURING MOTIVATION, SEEMED TO BE VALID PREDICTORS OF SUCCESS. GROUP COMPETITION DID APPEAR TO BE AN EFFECTIVE MEANS OF IMPROVING ACADEMIC PERFORMANCE OF THE LOWER APTITUDE MEN. THE COMPETITION GROUPING WAS FOUND TO INFLUENCE FRIENDSHIP CHOICES ON THE PEER RATINGS.
(AUTHOR) (U)

AD-676 286   5/10   5/9
NEW MEXICO UNIV ALBUQUERQUE DEPT OF SOCIOLOGY

INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION.   (U)

DESCRIPTIVE NOTE: FINAL SCIENTIFIC REPT, 1 DEC 66-31 AUG 68,
OCT 68   22P   WOODHOUSE,CHARLES E. ;
CONTRACT: AF-AFOSR-507-67
PROJ: AF-9778
TASK: 977802
MONITOR: AFOSR   68-1894

UNCLASSIFIED REPORT

DESCRIPTORS: (*STUDENTS, ATTITUDES), (*MILITARY ORGANIZATIONS, UNIVERSITIES), RECRUITING, ENVIRONMENT, STATISTICAL DISTRIBUTIONS, MANPOWER STUDIES, DECISION MAKING, BACKGROUND, ATTRITION, OFFICER PERSONNEL, SOCIOMETRICS, LEADERSHIP, MOTIVATION, PERSONALITY, MILITARY PSYCHOLOGY   (U)
IDENTIFIERS: RESERVE OFFICERS TRAINING CORPS, CAMPUS ENVIRONMENT   (U)

THIS STUDY SEEKS TO DISCOVER THE EFFECTS OF A CAMPUS ENVIRONMENT ON RECRUITMENT, RETENTION, LEADERSHIP ATTAINMENT AND THE ACHIEVEMENT OF ORGANIZATIONAL PURPOSES IN AN AIR FORCE ROTC DETACHMENT AT A STATE UNIVERSITY. A LONGITUDINAL APPROACH REVEALS THE CONTINGENCIES OF CADET CAREERS DURING A FOUR-YEAR PERIOD OF TRAINING IN A VOLUNTARY PROGRAM. THE STUDY ALSO INVOLVED PARTICIPANT-OBSERVATION OF A SIX-WEEK SUMMER FIELD TRAINING UNIT. (AUTHOR)   (U)

AD-676 667 5/10 5/9
NEW MEXICO UNIV ALBUQUERQUE

LEADERSHIP BEHAVIOR OF AIR FORCE ROTC CADETS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 68 58P POTTER,HELEN ROSE ;
REPT. NO. TR-2
CONTRACT: AF-AFOSR-507-67
PROJ: AF-9778
TASK: 977802
MONITOR: AFOSR 68-1856

UNCLASSIFIED REPORT

DESCRIPTORS: (*MILITARY ORGANIZATIONS, UNIVERSITIES), (*STUDENTS, LEADERSHIP), AIR FORCE, BEHAVIOR, ATTITUDES, PREDICTIONS, OFFICER PERSONNEL, POPULATION, STATISTICAL DATA, SYSTEMS ENGINEERING, PERSONALITY, PERFORMANCE(HUMAN), EFFECTIVENESS, CLASSIFICATION, STANDARDS, MILITARY REQUIREMENTS (U)
IDENTIFIERS: *ROTC(RESERVE OFFICERS TRAINING CORPS), *ROTC CADETS (U)

THIS STUDY RELATES THE ACHIEVEMENT OF LEADERSHIP POSITIONS IN AN AIR FORCE ROTC DETACHMENT TO CERTAIN INDICANTS OF LEADERSHIP POTENTIAL AS DEFINED BY CADETS WHO ACHIEVE THE HIGHEST POSITIONS AND WHO APPOINT OTHER CADETS TO MILITARY POSITIONS IN A 'CADET-CENTERED' CORPS. CADETS ARE CATEGORIZED, IN DESCENDING ORDER ACCORDING TO LEVELS OF POSITIONS ACHIEVED BY THE TIME THEY HAVE COMPLETED A FOUR-YEAR PROGRAM, AS ROLE MODEL CADETS (HIGHEST POSITION), SUCCESSFUL CADETS (MIDDLE POSITION) AND MARGINAL CADETS (LOWEST POSITION). EACH CATEGORY IS THEN SCORED ON ITS MANIFESTATION OF LEADERSHIP POTENTIAL ACCORDING TO MEASURES OF (A) DISPOSITION TOWARD THE NORMS OF ROTC AND TOWARD PATTERNS OF BEHAVIOR GEARED TO MAINTAINING AND PROMULGATING THESE NORMS; (B) COGNITION OF THE NORMS AND OF NORMATIVELY-ORIENTED ROLES; AND (C) NON-AUTONOMOUS BEHAVIOR. (AUTHOR) (U)

AD-679 918 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

TANK CREW EFFECTIVENESS IN RELATION TO THE
SUPERVISORY BEHAVIOR OF THE TANK COMMANDER. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 68 70P SCHWARTZ,SHEPARD ;
REPT. NO. HUMRRO-TR-68-12
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

DESCRIPTORS: (•TANKS(COMBAT VEHICLES), SUPERVISORY PERSONNEL), (•MILITARY PERSONNEL, •GROUP DYNAMICS), BEHAVIOR, PERFORMANCE TESTS, PERFORMANCE(HUMAN), OPERATIONAL READINESS, MAINTENANCE, SOCIAL COMMUNICATION (U)
IDENTIFIERS: •TANK CREWS, TANK COMMANDERS (U)

THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE EXTENT TO WHICH TEAM PERFORMANCE OF A TANK CREW IS RELATED TO THE TANK COMMANDER'S (TC'S) PERFORMANCE OF COMMAND AND SUPERVISORY FUNCTIONS, AND INCREASE UNDERSTANDING OF FACTORS WHICH AFFECT THE ORGANIZATION OF INDIVIDUALS INTO EFFECTIVE TEAMS. RESEARCH ON SMALL GROUPS WAS REVIEWED AND TESTS OF TANK CREW FUNCTIONS (MAINTENANCE AND TACTICAL EMPLOYMENT) WERE DEVELOPED. (AUTHOR) (U)

AD-679 988 5/10 5/9
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1968, (U)

JUL 68 22P MILLER,ROBERT E. ;
PROJ: AF-7717
TASK: 771706
MONITOR: AFHRL TR-68-103

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE TRAINING, PERFORMANCE TESTS), (*OFFICER PERSONNEL, SELECTION), PREDICTIONS, PERFORMANCE(HUMAN), CORRELATION TECHNIQUES, EFFECTIVENESS, STATISTICAL PROCESSES, REGRESSION ANALYSIS, ACCURACY (U)
IDENTIFIERS: AIR FORCE ACADEMY CADETS, CRITERIA (U)

CANDIDATES FOR ADMISSION TO THE AIR FORCE ACADEMY ARE REQUIRED TO DEMONSTRATE THEIR QUALIFICATIONS ON A BATTERY OF SELECTION TESTS. SUCCESSFUL CANDIDATES, UPON ADMISSION TO THE ACADEMY, ARE ADMINISTERED A BATTERY OF EXPERIMENTAL TESTS AS PART OF A PROGRAM FOR THE DEVELOPMENT OF OFFICER SELECTION AND CLASSIFICATION INSTRUMENTS. THE EXPERIMENTAL TESTS ARE NOT USED IN MAKING DECISIONS AFFECTING CADETS, BUT BOTH THE SELECTION AND EXPERIMENTAL BATTERIES ARE VALIDATED AGAINST CRITERIA WHICH BECOME AVAILABLE AT THE END OF THE FOURTH CLASS (FRESHMAN) YEAR. THE DOCUMENT DISCUSSES RESULTS USING THE CRITERIA OF ACADEMIC STANDARD SCORE, MILITARY RATING, EXTRA-CURRICULAR ACTIVITIES STANDARD SCORE, COMPOSITE STANDARD SCORE, AND EARLY MOTIVATIONAL ELIMINATION. (AUTHOR) (U)

AD-682 349 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

LEADERSHIP IN SMALL MILITARY UNITS, (U)

DEC 68 29P JACOBS,T. O. ;
REPT. NO. HUMMRO-PROFESSIONAL PAPER-42-68
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PRESENTED AT THE INTERNATIONAL CONGRESS ON APPLIED MILITARY PSYCHOLOGY (4TH), THE HAGUE (NETHERLANDS), SEP 67.

DESCRIPTORS: (*OFFICER PERSONNEL, MILITARY TRAINING), (*LEADERSHIP, PROGRAMMED INSTRUCTION), MILITARY PSYCHOLOGY, BEHAVIOR, QUESTIONNAIRES, INTERACTIONS, ANALYSIS OF VARIANCE, MOTIVATION, PERSONALITY (U)
IDENTIFIERS: *SMALL MILITARY UNITS (U)

THE DEVELOPMENT OF A 16-HOUR MILITARY LEADERSHIP TRAINING PROGRAM FOR JUNIOR OFFICERS IS DESCRIBED. THE COURSE WAS BASED IN PART ON DATA FROM QUESTIONNAIRES USED TO MEASURE LEADER BEHAVIOR VARIABLES. CONSIDERATIONS SUCH AS LEADER-FOLLOWER RELATIONSHIPS AND INTERACTION, DIFFERENCES BETWEEN EMERGENT AND APPOINTIVE LEADERS, THE TRAINING VALUE OF THE SITUATIONAL APPROACH AND SMALL GROUP DISCUSSIONS, ARE PRESENTED. (AUTHOR) (U)

AD-682 498   5/10   17/2   5/5
APPLIED PSYCHOLOGICAL SERVICES INC WAYNE PA SCIENCE
CENTER

INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH
COMMUNICATIONS TRAINING.   (U)

DESCRIPTIVE NOTE: FINAL REPT. FEB 66-MAY 68,
OCT 68   204P   SIEGEL,ARTHUR I. ;FEDERMAN,
PHILIP J. ;
CONTRACT: N61339-66-C-0045
MONITOR: NAVTRADEVCEN   66-C-0045-1

UNCLASSIFIED REPORT

DESCRIPTORS: (*ANTISUBMARINE AIRCRAFT, FLIGHT SIMULATORS), (*VOICE COMMUNICATION SYSTEMS, PERFORMANCE(HUMAN)), HELICOPTERS, TRAINING DEVICES, NAVAL TRAINING, ANTISUBMARINE WARFARE, PILOTS, SONAR PERSONNEL, LEARNING CURVES, ANALYSIS OF VARIANCE, MISS DISTANCE, FLIGHT CREWS, QUESTIONNAIRES, GROUP DYNAMICS, PROJECTIVE TECHNIQUES, TEACHING METHODS   (U)
IDENTIFIERS: EVALUATION   (U)

THE VERIFICATION OF A PRIOR FACTOR ANALYSIS OF COMMUNICATIONS, AS A COMPONENT OF EFFECTIVE ASW HELICOPTER PERFORMANCE, IS DESCRIBED. THREE OF FOUR PREVIOUSLY ISOLATED COMMUNICATIONS FACTORS WERE FOUND 'CONGRUENT' WITH FACTORS WHICH EMERGED FROM THE PRESENT STUDY. A COURSE, EMPHASIZING THE EMPLOYMENT OF THE VERIFIED FACTORS (AS WELL AS ONE ADDITIONAL FACTOR) WAS DEVELOPED, ADMINISTERED, AND EVALUATED. THE RESULTS INDICATED THAT PARTICIPANTS IN THE COURSE WERE SIGNIFICANTLY SUPERIOR TO A CONTROL GROUP FROM THE POINT OF VIEW OF SEVERAL OPERATIONAL CRITERIA. THESE RESULTS ARE INTERPRETED TO SUGGEST THE UTILITY AND POWER OF THE COURSE. SUGGESTIONS FOR FULLER IMPLEMENTATION OF THE COURSE ARE PRESENTED. (AUTHOR)   (U)

AD-682 724 5/10
ARMY BEHAVIORAL SCIENCE RESEARCH LAB WASHINGTON D C

FACTOR ANALYSIS OF A SITUATIONAL LEADERSHIP MEASURE-THE SPEEDED PRACTICAL JUDGMENT TEST. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH NOTE,
SEP 68 18P HELME,WILLIAM H. ;
REPT. NO. BESRL-TRN-202
PROJ: DA-2-J-062106-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, FACTOR ANALYSIS), (*OFFICER PERSONNEL, PERFORMANCE(HUMAN)), OFFICER PERSONNEL, PREDICTIONS, BEHAVIOR, WARFARE, MILITARY PSYCHOLOGY, EFFECTIVENESS, TEST CONSTRUCTION(PSYCHOLOGY), PSYCHOMETRICS, DECISION MAKING (U)
IDENTIFIERS: JUDGMENT (U)

IN A COMPREHENSIVE LONGITUDINAL STUDY, APPROXIMATELY 6,500 OFFICERS ENTERING ON ACTIVE DUTY IN 1958-59 WERE ADMINISTERED EXPERIMENTAL TESTS OF THE DIFFERENTIAL OFFICER LEADERSHIP BATTERY (DOL) AND A NEW GROUP OF 4,000 WERE GIVEN THE DIFFERENTIAL OFFICER BATTERY (DOB) IN 1962-63. RATINGS BY SUPERIORS AND PEERS ON JOB PERFORMANCE AND POTENTIAL WERE OBTAINED AFTER ONE YEAR OF ACTIVE DUTY. IN 1963 AND 1964, 900 OFFICERS OF THE 1962-63 SAMPLE WERE EVALUATED ON PERFORMANCE OF 15 TASKS IN A SIMULATED COMBAT SITUATION STAGED AT THE OFFICER EVALUATION CENTER (OEC). FINALLY, IN 1967 AND EARLY 1968, RATINGS OF PERFORMANCE IN COMBAT (VIETNAM) AND IN COMBAT-READY SITUATIONS (EUROPE, KOREA, CONUS) WERE OBTAINED. THE PURPOSE OF THE STUDY WAS TO VALIDATE THE EXPERIMENTAL MEASURES FOR DIFFERENTIAL PREDICTION OF PERFORMANCE IN COMBAT, TECHNICAL, AND ADMINISTRATIVE DUTIES AND TO DETERMINE EQUIVALENCE OF THE CRITERIA. (AUTHOR) (U)

AD-684 091 5/10
ILLINOIS UNIV URBANA GROUP EFFECTIVENESS RESEARCH
LAB

GROUP PERFORMANCE UNDER EXPERIENCED AND
INEXPERIENCED LEADERS: A VALIDATION EXPERIMENT. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
DEC 68 19P FIEDLER,FRED E. ;CHEMERS,
MARTIN M. ;
REPT. NO. TR-69
CONTRACT: NONR-1834(36), ARPA ORDER-454
PROJ: NR-177-472

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, PERFORMANCE(HUMAN)),
MILITARY TRAINING, PERSONNEL MANAGEMENT, OFFICER
PERSONNEL, GROUP DYNAMICS, EFFECTIVENESS (U)

THE STUDY INVESTIGATED THE EFFECT OF EXPERIENCE AND TRAINING ON THE PERFORMANCE OF MILITARY OFFICERS IN EXPERIMENTAL LEADERSHIP SITUATIONS. AS IN A PREVIOUSLY REPORTED STUDY CONDUCTED WITH BELGIAN NAVAL PERSONNEL, GROUP PERFORMANCE UNDER TRAINED AND EXPERIENCED OFFICERS WAS NOT SIGNIFICANTLY BETTER THAN PERFORMANCE UNDER UNTRAINED RECRUITS. MOREOVER, YEARS OF LEADERSHIP EXPERIENCE AS AN OFFICER WAS UNCORRELATED EITHER WITH PERFORMANCE ON ANY OF THE FIVE DIFFERENT TASKS OR WITH GROUP MEMBER SATISFACTION. (AUTHOR) (U)

AD-685 180 5/10 12/1
SHUFORD-MASSENGILL CORP LEXINGTON MASS

SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE, (U)

FEB 69 17P SHUFORD,EMIR H. , JR;
REPT. NO. SMC-R-15
CONTRACT: F44620-69-C-0068, ARPA ORDER-833
PROJ: AF-920F, AF-9719
MONITOR: AFOSR 69-0406TR

UNCLASSIFIED REPORT

DESCRIPTORS: (*TEST CONSTRUCTION(PSYCHOLOGY), THEORY), (*PERFORMANCE(HUMAN), MEASUREMENT), AIR FORCE TRAINING, PERFORMANCE TESTS, CURVE FITTING, STATISTICAL ANALYSIS (U)
IDENTIFIERS: *CONFIDENCE TESTING, MULTIPLE CHOICE TESTS, WEIGHTING(STATISTICS) (U)

THE VALIDITY AND EXISTENCE OF CONFIDENCE CAN BE ESTABLISHED IF AND ONLY IF CONFIDENCE MEASUREMENTS CAN BE SHOWN TO PREDICT EVENTS OCCURRING OUTSIDE OF THE PERSON -- MEASUREMENTS WHICH REFLECT THE RELATION OF THE PERSON TO THE WORLD OF OBJECTIVE AND PUBLIC EVENTS. THE WIDELY USED EXTERNAL VALIDITY TEST SUITABLY MODIFIED TO TAKE ACCOUNT OF THE POSSIBLE EXISTENCE OF CONSIDERABLE AMOUNTS OF MISINFORMATION AND TO RECOGNIZE A BASE-LINE PERFORMANCE LEVEL PROVIDED BY CHOICE TEST INFORMATION IS THE FUNDAMENTAL TEST FOR THE VALIDITY OF CONFIDENCE MEASUREMENT AND OF THE EXISTENCE OF CONFIDENCE. THE TECHNIQUE IS USED TO EVALUATE DATA OBTAINED FROM AIR FORCE BASIC AIRMEN AND OFFICER CANDIDATES TAKING TESTS USING THE LOGARITHMIC SCORING SYSTEM OF VALID CONFIDENCE TESTING. DATA CONCLUSIVELY INDICATES THAT CONFIDENCE EXISTS AND THAT THIS TYPE OF CONFIDENCE TESTING YIELDS MORE INFORMATION THAN DOES CHOICE TESTING. (AUTHOR) (U)

AD-686 288 5/10
ARMY BEHAVIORAL SCIENCE RESEARCH LAB ARLINGTON VA

FACTORIALLY DERIVED INFORMATION MEASURES FOR DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE, (U)

DEC 68 25P HELME,WILLIAM H. ;
REPT. NO. BESRL-TRN-203
PROJ: DA-2-J-062106-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, *PERFORMANCE TESTS), LEADERSHIP, PERFORMANCE(HUMAN), EFFECTIVENESS, TEST CONSTRUCTION(PSYCHOLOGY), ANALYSIS OF VARIANCE, CORRELATION TECHNIQUES, SIMULATION, FACTOR ANALYSIS, ARMY PERSONNEL, ARMY RESEARCH (U)

THE REPORT DESCRIBES RESEARCH COMPLETED IN THE INITIAL PHASE OF A COMPREHENSIVE LONGITUDINAL PROGRAM TO PREDICT OFFICER PERFORMANCE IN COMBAT, TECHNICAL, AND ADMINISTRATIVE DUTIES BY PSYCHOLOGICAL MEASURES OBTAINED AT ENTRY ON ACTIVE DUTY. ANALYSIS BEING COMPLETED IS CONCERNED CHIEFLY WITH MEANS OF SCORING THE PREDICTOR INSTRUMENTS. THE PRESENT PUBLICATION DETAILS THE ANALYSIS OF OFFICER RESPONSES AND FORMULATION OF SCORING SCALES FOR THE INFORMATION TESTS OF THE DIFFERENTIAL OFFICER BATTERY (DOB). FOR THE INFORMATION CONTENT OF THE TEST BATTERY, A DOUBLE ANALYSIS WAS PERFORMED AND THE RESULTS SYNTHESIZED. BASING SCORES ON THE DOUBLE ANALYSIS SHOULD REDUCE THE EFFECT OF CHANCE IN EVALUATING THE PREDICTIVE EFFECTIVENESS OF THE SCORES. (U)

AD-686 621 5/9 5/10
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

COLLECTED PAPERS PREPARED UNDER WORK UNIT INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE RIFLE SQUADS. (U)

MAR 69 52P
REPT. NO. HUMRRO PROFESSIONAL PAPER-8-69
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, EFFECTIVENESS), (*MILITARY ORGANIZATIONS, RIFLES), REPORTS, PSYCHOMETRICS, SOCIOMETRICS, QUESTIONNAIRES, BEHAVIOR, LEADERSHIP, GROUP DYNAMICS, ATTITUDES, PERFORMANCE(HUMAN), THEORY, STATISTICAL ANALYSIS, COMBAT READINESS, MANPOWER STUDIES (U)
IDENTIFIERS: RIFLE SQUADS (U)

RESEARCH IN SOCIOMETRIC VALUATIONS, AND ANALYSIS OF QUESTIONNAIRES SHOWING LEADERSHIP FUNCTIONS AND GROUP STRUCTURES OF VALUES, ARE AMONG THE TOPICS ILLUSTRATED AND DISCUSSED IN THIS COLLECTION OF FOUR PAPERS. (AUTHOR) (U)

AD-686 741   5/9   16/4.2
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

ACQUISITION, RETENTION, AND RETRAINING: GROUP
STUDIES ON USING LOW FIDELITY TRAINING DEVICES,   (U)

MAR 69   40P   GRIMSLEY,DOUGLAS L. ;
REPT. NO. HUMRRO-TR-69-4
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-J-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY TRAINING, TRAINING DEVICES), (*GUIDED MISSILE SIMULATORS, EFFECTIVENESS), PERFORMANCE TESTS, LEARNING, RETENTION, RETRAINING, GROUP DYNAMICS, CONTROL PANELS, TEACHING METHODS, CORRELATION TECHNIQUES, TEST METHODS, GUIDED MISSILES(SURFACE-TO-AIR)   (U)
IDENTIFIERS: *LOW FIDELITY TRAINING DEVICES, COMPARISON, NIKE-HERCULES   (U)

TO EXAMINE THE EFFECTS OF VARYING FIDELITY OF TRAINING DEVICES ON ACQUISITION, RETENTION, AND REINSTATEMENT OF A PROCEDURAL TASK, SOLDIERS WERE TRAINED IN GROUPS OF FOUR TO OPERATE THE SECTION CONTROL INDICATOR CONSOLE OF THE NIKE-HERCULES GUIDED MISSILE SYSTEM DURING PREPARATION AND FIRING STATUS. SUBJECTS WITH NO PREVIOUS EXPERIENCE ON THE EQUIPMENT WERE TRAINED ON ONE OF THREE PANELS DIFFERING IN APPEARANCE, FUNCTIONAL FIDELITY, OR BOTH, AND TESTED IMMEDIATELY AFTER TRAINING. APPROXIMATELY FOUR AND AGAIN SIX WEEKS LATER THEY WERE RETESTED AND THEN RETRAINED TO THE ORIGINAL LEVEL OF PROFICIENCY. FIVE DIFFERENT STUDIES WERE CONDUCTED. (AUTHOR)   (U)

AD-693 302   5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES
RESEARCH OFFICE

COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCON:
HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN
MILITARY ORGANIZATIONS.   (U)

DESCRIPTIVE NOTE: PROFESSIONAL PAPER,
JUN 69   14P   OLSON,HOWARD C. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER 24-69
CONTRACT: DAHC19-69-C-0018
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, *MILITARY TRAINING), (*WARFARE, *DECISION MAKING), LEADERSHIP, SIMULATION, PERFORMANCE(HUMAN), COMMAND + CONTROL SYSTEMS, TRAINING DEVICES, EFFECTIVENESS (U)
IDENTIFIERS: *LEADERSHIP SIMULATION DEVICES (U)

CONTENTS: SIMULATION OF THE DEMANDS ON LEADERSHIP DURING COMBAT; AND IMPROVEMENT IN PERFORMANCE ON A LEADERSHIP GAME AS A RESULT OF TRAINING IN INFORMATION HANDLING. (U)

AD-699 323 5/9
GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

LEADER PREPARATION PROGRAM IMPLEMENTATION PACKAGE. OVERVIEW OF LEADERSHIP PROGRAM DEVELOPMENT UNDER TASK NCO. TAB F-LEADER SELECTION AND ASSESSMENT MATERIALS. (U)

MAY 69 22P
CONTRACT: DA-44-188-ARO-2
PROJ: DA-2-J-024701-A-712
TASK: 2-J-024701-A-71201

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: IMPLEMENTATION FOR REPT. NO. HUMRRO-TR-67-2, AD-649 256. SEE ALSO TAB A, AD-699 318.

DESCRIPTORS: (*ARMY PERSONNEL, ARMY TRAINING), (*LEADERSHIP, REPORTS), APTITUDE TESTS, DOCUMENTATION, PERSONNEL MANAGEMENT, STATISTICAL PROCESSES, PERSONNEL MANAGEMENT, HANDBOOKS (U)
IDENTIFIERS: NONCOMMISSIONED OFFICERS, LESSON PLANS, RATING SCALES, TRAINING PROGRAM GRADUATES, EVALUATION (U)

THE DOCUMENT COVERS GUIDELINES WHICH WILL PROVIDE THE AIT COMPANY COMMANDER WITH INFORMATION TO ASSIST HIM IN THE PROPER ASSIGNMENT AND UTILIZATION OF GRADUATES OF THE LEADER PREPARATION COURSE. (AUTHOR) (U)

AD-699 490 15/3
HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA

COLLECTED PAPERS PREPARED UNDER WORK UNIT AAA:
FACTORS AFFECTING EFFICIENCY AND MORALE IN
ANTIAIRCRAFT ARTILLERY BATTERIES, (U)

NOV 69 43P PALMER,FRANCIS H. ;MYERS,
THOMAS I. ;METZGER,PAUL ;GOLD,BERTRAM ;
REPT. NO. HUMRRO PROFESSIONAL PAPER 33-69
CONTRACT: DAHC19-70-C-0012
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (*ANTIAIRCRAFT DEFENSE SYSTEMS, EFFECTIVENESS), (*ARTILLERY, PERFORMANCE(HUMAN)), PERFORMANCE TESTS, MILITARY TRAINING, MAINTENANCE, RADAR TRACKING, FIRING TESTS(ORDNANCE), SIMULATION, MILITARY PERSONNEL, MORALE, GROUP DYNAMICS, SOCIOMETRICS, LEADERSHIP, HUMAN ENGINEERING (U)
IDENTIFIERS: ANTIAIRCRAFT ARTILLERY BATTERIES (U)

THE DOCUMENT REPORTS THE RESULTS OF A STUDY OF A NUMBER OF PARTICULARLY EFFECTIVE AND RELATIVELY INEFFECTIVE ON-SITE ANTIAIRCRAFT BATTERIES. INFORMATION WAS SOUGHT TO DETERMINE CERTAIN OF THE LESS OBVIOUS HUMAN FACTORS THAT CONTRIBUTE MOST HEAVILY TO GROUP PERFORMANCE. (AUTHOR) (U)

AD-700 917 5/9
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO
CALIF

THE MILITARY EFFECTIVENESS OF NAVY AIRMEN
ENLISTEES, (U)

JUL 69 23P PLAG,JOHN A. ;GOFFMAN,
JERRY M. ;MURPHY,LESTER E. ;BOWEN,GEORGE R.
;
REPT. NO. NMNRU-69-25
PROJ: MF12.524.002
TASK: MF12.524.002-9002

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL,
PERFORMANCE(HUMAN)), (*PERFORMANCE(HUMAN),
MATHEMATICAL PREDICTION), GROUP DYNAMICS,
ORGANIZATIONS, EFFECTIVENESS, REVIEWS,
STATISTICAL ANALYSIS, NAVAL AVIATION (U)
IDENTIFIERS: ENLISTED PERSONNEL, REENLISTMENT,
*MILITARY EFFECTIVENESS, AIRMEN, SAILORS (U)

STUDIES OF THE MILITARY EFFECTIVENESS OF NAVY ENLISTED PERSONNEL MADE IT POSSIBLE TO DERIVE FORMULAE WHICH ARE USEFUL FOR PREDICTING ENLISTEE EFFECTIVENESS. THE REPORT IS OF A STUDY DESIGNED TO EVALUATE WHAT MODERATING EFFECT, IF ANY, ENLISTEE MEMBERSHIP IN A SPECIFIC GROUP MIGHT HAVE UPON THE VALIDITY OF EFFECTIVENESS PREDICTIONS. (AUTHOR) (U)

AD-703 728 5/9 5/10
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX PERSONNEL RESEARCH DIV

CAREER INDICATIONS AMONG JUNIOR OFFICERS, (U)

SEP 69 21P SHENK,FAYE ;
PROJ: AF-7719
TASK: 771907
MONITOR: AFHRL TR-69-33

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, ATTITUDES), (*AIR FORCE RESEARCH, PERSONNEL MANAGEMENT), DECISION MAKING, MATHEMATICAL PREDICTION, REACTION(PSYCHOLOGY), JOB ANALYSIS, REVIEWS, CORRELATION TECHNIQUES, SUPERVISION (U)
IDENTIFIERS: AIR FORCE CAREERS, EVALUATION, JOB SATISFACTION (U)

THE DOCUMENT IS CONCERNED WITH A HISTORICAL STUDY OF OFFICER INPUT FROM THE PRINCIPAL AIR FORCE COMMISSIONING PROGRAMS, DESIGNED TO DETERMINE THE PREDICTABILITY OF AN AIR FORCE OFFICER'S CAREER DECISION AND TO EVALUATE RELATIONSHIPS BETWEEN CAREER INTENT AND VARIOUS DEMOGRAPHIC, ENVIRONMENTAL, AND ATTITUDINAL FACTORS. INFORMATION ON THIS GROUP WAS COMPILED FOR THE PERIOD PRIOR TO COMMISSIONING AND THROUGH THREE YEARS OF ACTIVE DUTY. A FINAL ANALYSIS WILL BE MADE WITH THE ULTIMATE CRITERION OF 'IN VS. OUT OF SERVICE.' THE REPORT PRESENTS A DESCRIPTION OF THE STUDY AND RESULTS FROM A PRELIMINARY EXAMINATION OF THE DATA. (AUTHOR) (U)

AD-710 020 5/9
NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

PREVENTION OF MISASSIGNMENTS AMONG VARIOUS AVIATION SPECIALTIES, (U)

70 6P AMBLER, ROSALIE K. ;RICKUS, GEORGE M. , JR.;BOOTH, RICHARD F. ;
PROJ: MF12.524.002

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN AEROSPACE MEDICINE, V41 N1 P15-17 JAN 70.

DESCRIPTORS: (*NAVAL AVIATION, TRAINING), (*OFFICER PERSONNEL, PERSONNEL MANAGEMENT), NAVIGATION, ELECTRONIC EQUIPMENT, COMPUTERS, JOB ANALYSIS, MATHEMATICAL PREDICTION, CORRELATION TECHNIQUES, PROBABILITY, REGRESSION ANALYSIS (U)
IDENTIFIERS: MILITARY OCCUPATIONAL SPECIALTIES (U)

TECHNOLOGICAL DEVELOPMENTS CONTINUE TO GENERATE MORE INTENSIVE SPECIALIZATION IN AVIATION TRAINING AND TO INCREASE THE NUMBER OF ADVANCED TRAINING SPECIALTIES. THE PROBLEM OF ASSIGNING TRAINEES TO ONE AMONG SEVERAL TRAINING SPECIALTIES MAKES IT DESIRABLE THAT A METHODOLOGY BASED ON RESULTS FROM AN UNSELECTED EXPERIMENTAL SAMPLE, RANDOMLY ASSIGNED ACROSS THE VARIOUS SPECIALTIES, BE DEVELOPED. A PERSONNEL DECISION METHOD THAT ALTERS THE TRADITIONAL CONCEPT OF 'ASSIGNMENT' TO THE CONCEPT OF 'PREVENTION OF MISASSIGNMENT' HAS BEEN INTRODUCED. MULTIPLE REGRESSION ANALYSES WERE APPLIED TO QUANTITATIVE VARIABLES FROM INITIAL SCREENING AND BASIC TRAINING FOR A SAMPLE OF STUDENTS FROM EACH TYPE OF ADVANCED TRAINING. THE DICHOTOMOUS CRITERION OF PASS VS. FAIL WAS USED TO DEVELOP PREDICTION EQUATIONS. THE EQUATIONS HAVE BEEN INCORPORATED INTO A SYSTEM THAT PERMITS IMMEDIATE FEED-BACK INFORMATION TO PERSONNEL OFFICERS REGARDING WHETHER A GIVEN PERSONNEL DECISION THAT THEY HAVE UNDER CONSIDERATION WOULD HAVE A HIGH OR LOW PROBABILITY OF FAVORABLE OUTCOME. ACTUARIAL DATA HAVE BEEN OBTAINED THAT DEMONSTRATE SIGNIFICANT REDUCTION IN FAILURE RATES FOR TWO SPECIALTIES WITH THE HIGHEST ATTRITION RATES. (AUTHOR) (U)

AD-710 023   5/10   5/9
EDUCATIONAL TESTING SERVICE PRINCETON N J

THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION. (U)

DESCRIPTIVE NOTE: FINAL REPT. 1 DEC 49-29 FEB 52,
MAR 52   5P   RICCIUTI,HENRY N. ;FRENCH ,
JOHN W. ;
CONTRACT: N9ONR-982(01)
PROJ: NR-151-030

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO AD-710 018.

DESCRIPTORS: (*PERSONALITY TESTS, *OFFICER PERSONNEL), (*NAVAL PERSONNEL, SELECTION), LEADERSHIP, APTITUDE TESTS, WORD ASSOCIATION, ATTITUDES (U)
IDENTIFIERS: *NAVAL ACADEMY (U)

THE STUDY WAS DIRECTED TOWARD THE DEVELOPMENT OF PERSONALITY TESTS TO SUPPLEMENT THE MORE SCHOLASTICALLY ORIENTED APTITUDE TESTS USED IN THE SELECTION OF NAVAL OFFICERS. THE INVESTIGATION WAS DIVIDED INTO TWO MAJOR PHASES. THE FIRST PHASE WAS CONCERNED WITH AN ANALYSIS OF MIDSHIPMEN RATINGS ON 'APTITUDE-FOR-SERVICE,' AT THE U. S. NAVAL ACADEMY. THE SECOND PHASE OF THE STUDY INVOLVED THE DEVELOPMENT AND VALIDATION OF SEVERAL PERSONALITY TESTS INTENDED TO PREDICT THESE RATINGS. (AUTHOR) (U)

AD-710 339 5/9
EDUCATIONAL TESTING SERVICE PRINCETON N J

SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL, (U)

MAR 50 5P MOLLENKOPF,WILLIAM G. ;
CONTRACT: N9ONR-982(01)
PROJ: NR-151-050

UNCLASSIFIED REPORT

DESCRIPTORS: (*OFFICER PERSONNEL, *NAVAL TRAINING), (*PERFORMANCE(HUMAN), STATISTICAL DATA), MATHEMATICAL PREDICTION, CORRELATION TECHNIQUES, MATHEMATICS, PHYSICS, ENGINEERING, READING, DYNAMICS (U)
IDENTIFIERS: NAVAL POSTGRADUATE SCHOOL, *GRADE POINT AVERAGES, SECOND YEAR STUDENTS (U)

A STATISTICAL ANALYSIS IS TABULATED OF THE RESULTS OF SEVEN SETS OF ACHIEVEMENT TESTS GIVEN AT THE NAVAL POSTGRADUATE SCHOOL. (U)

AD-710 579 5/10
HUMAN FACTORS RESEARCH INC LOS ANGELES CALIF

FACTORS INFLUENCING THE JUDGMENT OF HUMAN PERFORMANCE. THE PREDICTABILITY OF RATINGS AS A FUNCTION OF INTERRATER AGREEMENT: A REPLICATION. (U)

DESCRIPTIVE NOTE: TECHNICAL MEMO.,
APR 63 11P BUCKNER,DONALD N. ;
HARABEDIAN,ALBERT ;
REPT. NO. TM-1
CONTRACT: NONR-1241(00)
PROJ: NR-153-165

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE(HUMAN), MEASUREMENT), (*ATTITUDES, ANALYSIS OF VARIANCE), PREDICTIONS, RELIABILITY, STATISTICAL PROCESSES, CORRELATION TECHNIQUES, SUPERVISORY PERSONNEL, FACTOR ANALYSIS (U)
IDENTIFIERS: JUDGMENT, *APPRAISER AGREEMENT, PEER RATINGS (U)

THE REPORT IS A DESCRIPTION OF AN ATTEMPT TO REPLICATE A STUDY PREVIOUSLY REPORTED. IN THE EARLIER STUDY, IT WAS FOUND THAT RATINGS FOR WHICH INTERRATER AGREEMENT ESTIMATES WERE LOW WERE MORE PREDICTABLE THAN RATINGS FOR WHICH SUCH ESTIMATES WERE HIGH. A NECESSARY CONDITION FOR THE REPLICATION WAS OBTAINING RATINGS THAT WERE IN SOME WAY PREDICTABLE FROM THE AVAILABLE PREDICTOR VARIABLES. (AUTHOR) (U)

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-710 926 5/10
NORTHWESTERN UNIV EVANSTON ILL

SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG NAVAL RECRUITS, (U)

51 23P FRENCH,ROBERT L. ;
CONTRACT: N6ORI-158
PROJ: NR-151-126

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, *ADJUSTMENT(PSYCHOLOGY)), (*SOCIOMETRICS, NAVAL PERSONNEL), PERSONALITY, CLASSIFICATION, PREDICTIONS, GROUP DYNAMICS, SOCIOMETRICS, BEHAVIOR, FACTOR ANALYSIS, CORRELATION TECHNIQUES, REVIEWS, PERSONNEL MANAGEMENT (U)
IDENTIFIERS: ENLISTED PERSONNEL, DISCIPLINARY OFFENSES (U)

THE STUDY OF NAVAL RECRUITS WAS DESIGNED TO INVESTIGATE THE RELATIONSHIPS BETWEEN SOCIOMETRIC STATUS OF INDIVIDUALS WITHIN RECRUIT COMPANIES DURING BASIC TRAINING, AND INDICES BASED ON THREE TYPES OF DATA PRESUMED TO BE RELEVANT TO INDIVIDUAL ADJUSTMENT: NEUROPSYCHIATRIC EXAMINATIONS, ILLNESS OR SICK BAY ATTENDANCE, AND DISCIPLINARY OFFENSES. BECAUSE IT WAS FELT THAT THE FINDINGS MIGHT HAVE IMPLICATIONS FOR SCREENING OR CLASSIFICATION PROCEDURES, THE STUDY WAS DESIGNED TO DETERMINE, IN ADDITION, HOW EARLY IN TRAINING THE EXPECTED RELATIONSHIPS MIGHT APPEAR. (AUTHOR) (U)

DDC REPORT BIBLIOGRAPHY SEARCH CONTROL NO. /ZHK20

AD-712 420 5/10
NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

THE RELATIVE IMPORTANCE OF SELECTED BEHAVIORAL CHARACTERISTICS OF GROUP MEMBERS IN AN EXTREME ENVIRONMENT, (U)

APR 70 10P DOLL,RICHARD E. ;GUNDERSON, E. K. ERIC ;
REPT. NO. NMNRU-69-31
PROJ: MF12.524.001

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN THE JNL. OF PSYCHOLOGY, V75 P231-237 1970.

DESCRIPTORS: (*BEHAVIOR, *CONFINED ENVIRONMENTS), STRESS(PSYCHOLOGY), LEADERSHIP, COMPATIBILITY, SOCIAL PSYCHOLOGY, EMOTIONS, STABILITY, NAVAL PERSONNEL, CIVILIAN PERSONNEL, QUESTIONNAIRES, ANTARCTIC REGIONS, PERFORMANCE(HUMAN) (U)
IDENTIFIERS: EVALUATION, ENLISTED PERSONNEL (U)

THE STUDY ESTIMATES THE RELATIVE IMPORTANCE OF FOUR BEHAVIORAL CHARACTERISTICS LEADERSHIP PERFORMANCE, TASK PERFORMANCE, SOCIAL COMPATIBILITY, AND EMOTIONAL STABILITY AS PERCEIVED BY NAVY ENLISTED AND CIVILIAN SCIENTIFIC MEMBERS OF THE SMALL STATIONS IN ANTARCTICA. THE RESULTS SUGGEST THAT THE MOST IMPORTANT BEHAVIOR LOOKED FOR IN THE NAVY ENLISTED MAN WAS THAT OF EMOTIONAL STABILITY WHILE SOCIAL COMPATIBILITY WAS THE MOST IMPORTANT TRAIT THAT COULD BE MANIFESTED BY THE CIVILIAN SCIENTISTS. THERE WAS A CONSISTENCY IN THE EMPHASIS OF THE PERSONALITY-ORIENTED BEHAVIORS RATHER THAN THE TASK-ORIENTED BEHAVIORS FOR BOTH THE MILITARY AND CIVILIAN CONTINGENTS. A CONTROL VARIABLE (FRIENDSHIP) SHOWED ONLY A RELATIVELY LOW RELATIONSHIP TO THE CRITERION. (AUTHOR) (U)

AD-713 376 5/9
ARMY COMMAND AND GENERAL STAFF COLL FORT LEAVENWORTH
KANS

AN ANALYSIS OF THE GEOGRAPHIC AND SOCIO-ECONOMIC ORIGINS OF THE 1969-70 CLASS OF THE COMMAND AND GENERAL STAFF COLLEGE, (U)

70 83P LITTLE,M. L. ;

UNCLASSIFIED REPORT

DESCRIPTORS: (*ARMY PERSONNEL, BACKGROUND), (*OFFICER PERSONNEL, PREDICTIONS), QUESTIONNAIRES, REVIEWS, STATISTICAL PROCESSES, FACTOR ANALYSIS, SELECTION, MOTIVATION, SOCIOMETRICS, ECONOMICS, RELIGION, POLITICAL SCIENCE, CORRELATION TECHNIQUES, ACCURACY (U)
IDENTIFIERS: GEOGRAPHIC ORIGINS, SOCIOECONOMIC STATUS, FAMILY RELATIONS (U)

THE DOCUMENT REPORTS ON A STUDY WHICH TESTED THE CORRECTNESS OF THE FOLLOWING HYPOTHESES: THE ARMY LEADERS OF THE FUTURE WILL COME FROM PREDOMINANTLY SMALL TOWN, LOWER-MIDDLE CLASS, PROTESTANT HOMES; A DISPROPORTIONATE NUMBER, WHEN COMPARED WITH THE US POPULATION DISTRIBUTION, WILL HAVE SOUTHERN AFFILIATIONS, AND THE MAJORITY WILL CONSIDER THEMSELVES POLITICALLY CONVERSATIVE. THE AMOUNT OF CORRECTNESS, AS INDICATED BY THE RESULTS, IS DISCUSSED. (AUTHOR) (U)

AD-713 608 5/9
AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX PERSONNEL RESEARCH DIV

THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS, (U)

JUL 70 17P COYLE,HAROLD S. , JR.;
GORMAN,CHARLES D. ;
PROJ: AF-7719
TASK: 771904
MONITOR: AFHRL TR-70-23

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERSONNEL MANAGEMENT, REPORTS), (*OFFICER PERSONNEL, EFFECTIVENESS), (*PERFORMANCE(HUMAN), REPORTS), TEST METHODS, RELIABILITY, REVIEWS, STATISTICAL PROCESSES, PATTERN RECOGNITION, CORRELATION TECHNIQUES, ERRORS (U)
IDENTIFIERS: *OFFICER EFFECTIVENESS REPORTS, PROMOTIONS, JUDGES, WORD PICTURES (U)

THE DOCUMENT IS CONCERNED WITH A TREND OF AIR FORCE OFFICER EFFECTIVENESS REPORTS WHICH HAS GIVEN PROBLEMS. THE OVERALL NUMERICAL RATINGS ASSIGNED TO EVALUATE PERFORMANCE HAVE BECOME QUESTIONED AS EFFECTIVE CRITERIA FOR DISCRIMINATING INDIVIDUAL PERFORMANCE FOR PROMOTION AND SPECIAL ASSIGNMENT PURPOSES. THE MAIN GOAL OF THE STUDY WAS TO SEE IF THE WORD PICTURE PORTION OF THE OFFICER EFFECTIVENESS REPORT CAN BE USED TO DISCRIMINATE PERFORMANCE. WITHIN EACH SET OF WORD PICTURES, AVERAGE CORRELATIONS WERE COMPUTED FOR EACH GROUP OF TEN JUDGES TO ASSESS INTERJUDGE RELIABILITY. RANK ORDER STATISTICS WERE COMPUTED FOR DIFFERING NUMBERS OF JUDGES FROM THE TEN FROM EACH GROUP TO ASSESS WHETHER OPTIMUM RELIABILITY WOULD OCCUR WITH FEWER THAN TEN JUDGES. A COMPOSITE RANK ORDER FOR EACH SET WAS COMPUTED BY AVERAGING THE RANKINGS ACROSS EACH WORD PICTURE. THE COMPOSITE RANK ORDERS WERE CORRELATED WITH THE ACTUAL CRITERIA ORDERING. THE QUESTION IS RAISED AS TO WHETHER WORD DESCRIPTIONS CAN BE USED AS PERFORMANCE DISCRIMINATORS. (AUTHOR) (U)

AD-714 534   5/10
HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA VA

INTELLIGENCE PROFILE IN THE PREDICTION OF
PSYCHOMOTOR SKILLS, PERSEVERANCE, AND
LEADERSHIP, (U)

JUN 70   11P   DEES,JAMES W. ;
REPT. NO. HUMRRO PROFESSIONAL PAPER-22-70

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN AMERICAN PSYCHOLOGICAL
ASSN. EXPERIMENTAL PUBLICATION SYSTEM, 6, 196C P1-
8 JUN 70.
SUPPLEMENTARY NOTE: SPONSORED BY DEPARTMENT OF THE
ARMY. WASHINGTON, D. C.

DESCRIPTORS: (*PSYCHOMETRICS, PERSONALITY),
(*PERFORMANCE(HUMAN), MATHEMATICAL
PREDICTION), PERFORMANCE TESTS, PSYCHOMOTOR TESTS,
MOTIVATION, LEADERSHIP, REGRESSION ANALYSIS,
CORRELATION TECHNIQUES (U)
IDENTIFIERS: PEER RATINGS, INTELLECT PROFILES,
PERSEVERANCE, *HUMAN POTENTIAL (U)

IN ORDER TO TEST THE UBIQUITY OF THE STRUCTURE OF THE INTELLECT FOR PREDICTORS, A PSYCHOMOTOR SKILL, A MEASURE OF PERSEVERANCE, AND A MEASURE OF LEADERSHIP ABILITY WERE SELECTED AS CRITERIA ON WHICH MULTIPLE REGRESSIONS WERE CONDUCTED WITH A BATTERY OF 37 TESTS OF DIFFERENT ELEMENTS OF THE STRUCTURE OF THE INTELLECT. A FUNCTIONALLY SIGNIFICANT CORRELATION WITH ANY ONE OF THE THREE CRITERIA WOULD SUPPORT A RATIONALE FOR GREATLY INCREASED WORK IN THAT AREA. FUNCTIONALLY SIGNIFICANT CORRELATIONS FOR ALL THREE CRITERIA WOULD SUPPORT A UNIFIED THEORY OF HUMAN POTENTIAL. (AUTHOR) (U)

AD-715 436 5/10
MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS

TASK PERFORMANCE AS A FUNCTION OF PERCEIVED EFFORT-PERFORMANCE AND PERFORMANCE-REWARD CONTINGENCIES. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 70 98P ARVEY,RICHARD D. ;DUNNETTE, MARVIN D. ;
REPT. NO. TR-4003
CONTRACT: N00014-68-A-0140-0003
PROJ: NR-152-293

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE(HUMAN), APTITUDE TESTS), (*MOTIVATION, INTERACTIONS), MATHEMATICAL MODELS, STATISTICAL PROCESSES, ATTITUDES, THEORY, PERCEPTION(PSYCHOLOGY), PERFORMANCE TESTS (U)
IDENTIFIERS: GOAL SETTING, REWARD(PSYCHOLOGY), EXPECTATION (U)

THE EFFECTS OF TWO KINDS OF EXPECTANCIES, ABILITY, AND THE INTERACTIONS OF THESE VARIABLES ON THE PERFORMANCE OF A LABORATORY TASK WERE DETERMINED USING UNDERGRADUATE COLLEGE STUDENTS AS SUBJECTS. THE TWO EXPECTANCIES WERE: THE BELIEFS THAT INDIVIDUALS HAVE ABOUT WHETHER THE EXPENDITURE OF EFFORT WILL RESULT IN 'EFFECTIVE' PERFORMANCE (EXPECTANCY 1) AND THE BELIEFS THAT PEOPLE HAVE CONCERNING WHETHER BEING AN 'EFFECTIVE' PERFORMER WILL LEAD TO VALUED REWARDS (EXPECTANCY 2). (AUTHOR) (U)

AD-715 641 5/9
HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA VA

PERFORMANCE IN FIVE ARMY JOBS BY MEN AT
DIFFERENT APTITUDE (AFQT) LEVELS: I.
PURPOSE AND DESIGN OF STUDY. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
NOV 70 44P VINEBERG,ROBERT ;TAYLOR,
ELAINE N. ;CAYLOR,JOHN S. ;
REPT. NO. HUMRRO-TR-70-18
CONTRACT: DAHC19-70-C-0012
PROJ: DA-2-Q-062107-A-712

UNCLASSIFIED REPORT

DESCRIPTORS: (•ARMY PERSONNEL, EFFECTIVENESS), (•MANPOWER STUDIES, PERFORMANCE(HUMAN)), JOB ANALYSIS, CLASSIFICATION, APTITUDE TESTS, BACKGROUND, EDUCATION, QUESTIONNAIRES, CORRELATION TECHNIQUES, STATISTICAL DISTRIBUTIONS, REVIEWS (U)
IDENTIFIERS: SOCIOECONOMIC STATUS, MARGINAL PERSONNEL, •MILITARY OCCUPATIONAL SPECIALTIES, ETHNIC GROUPS, RATING SCALES, APTITUDE LEVELS (U)

TO PROVIDE INFORMATION ABOUT THE PERFORMANCE AND CHARACTERISTICS OF EFFECTIVE AND INEFFECTIVE MARGINAL PERSONNEL IN THE ARMY, A STUDY HAS BEEN MADE OF APPROXIMATELY 1800 MEN WITH EXPERIENCE RANGING UP TO 20 YEARS IN FIVE MOSS (11E, ARMOR CREWMAN; 63C, GENERAL VEHICLE REPAIRMAN; 76Y, UNIT AND ORGANIZATIONAL SUPPLY SPECIALIST; 91B, MEDICAL SPECIALIST; 94B, COOK). THE SAMPLE INCLUDED A COMPARISON GROUP OF MEN IN THE SAME JOBS BUT COMING FROM THE UPPER (NON-MARGINAL) PART OF THE AFQT DISTRIBUTION. PERFORMANCE WAS MEASURED BY INTENSIVE JOB SAMPLE TESTS, JOB KNOWLEDGE TESTS, AND SUPERVISOR RATINGS. INFORMATION ABOUT BACKGROUND, PERSONAL CHARACTERISTICS, AND MILITARY EXPERIENCES WAS OBTAINED THROUGH BIOGRAPHICAL QUESTIONNAIRES, A BATTERY OF PUBLISHED AND EXPERIMENTAL TESTS, AND ARMY RECORDS. THE REPORT, THE FIRST IN A SERIES, DESCRIBES THE RATIONALE, RESEARCH DESIGN, AND GENERAL CHRONOLOGY OF RESEARCH EVENTS IN THE STUDY. (AUTHOR) (U)

AD-716 796   5/10   5/5
AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

PREDICTING HUMAN PERFORMANCE. I.
ESTIMATING THE PROBABILITY OF VISUAL
DETECTION.   (U)

DESCRIPTIVE NOTE: FINAL REPT.,
NOV 70   52P   TEICHNER,WARREN H. ;KREBS,
MARJORIE J. ;
REPT. NO. AIR-R70-15, AIR-881-11/70TR-1
CONTRACT: N00014-70-C-0125
PROJ: NR-196-096

UNCLASSIFIED REPORT

DESCRIPTORS: (*TARGET DISCRIMINATION, VISUAL ACUITY), (*PERFORMANCE(HUMAN), MATHEMATICAL PREDICTION), PERFORMANCE TESTS, DETECTION, PROBABILITY, STATE-OF-THE-ART REVIEWS, THRESHOLDS(PHYSIOLOGY), STATISTICAL ANALYSIS   (U)
IDENTIFIERS: PROBABILITY OF DETECTION   (U)

THE REPORT IS ONE IN A SERIES INTENDED TO DEVELOP METHODS OR MODELS WHICH MAXIMIZE THE USE OF THE SCIENTIFIC LITERATURE AS A BASIS FOR PREDICTING HUMAN PERFORMANCE. SUCH PERFORMANCE HAS BEEN DESCRIBED AS FALLING INTO A FEW SIMPLE CLASSES IN WHICH THE PROBABILITY OF DETECTION, P(D), THE REACTION TIME, NUMBER CORRECT, ETC., ARE EACH PART OF THE DEFINITION OF A UNIQUE CLASS OF PERFORMANCE. THE DOCUMENT IS CONCERNED WITH SENSORY PERFORMANCE IN TARGET DETECTION, DEFINED IN TERMS OF THE P(D) OF A FLASH OF LIGHT. (AUTHOR)   (U)

AD-716 809 5/9 5/10
SOUTHWESTERN COMPUTING SERVICE INC TULSA OKLA

ESTIMATION OF VALIDITY IN THE ABSENCE OF A CRITERION. (U)

OCT 70 34P MULLINS,CECIL J. ;USDIN, EUGENE ;
CONTRACT: F41609-69-C-0041
PROJ: AF-7717
TASK: 771710
MONITOR: AFHRL TR-70-36

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: ERRATA SHEET INSERTED.

DESCRIPTORS: (*PERFORMANCE(HUMAN), MATHEMATICAL PREDICTION), (*PSYCHOMETRICS, SYNTHESIS), APPROXIMATION(MATHEMATICS), APTITUDE TESTS, MILITARY TRAINING, SUBSTITUTES, FACTOR ANALYSIS, MATHEMATICAL MODELS (U)
IDENTIFIERS: SYNTHETIC PREDICTION, PREDICTOR BATTERIES, SYNTHETIC CRITERIA (U)

IN A TRAINING SITUATION, STANDARD PROCEDURES TO PREDICT PERFORMANCE ENTAIL A LONG DELAY BETWEEN THE REQUEST FOR A PREDICTION INSTRUMENT AND ITS DELIVERY. IN THE STUDY, METHODS WERE DEVELOPED FOR CONSTRUCTING PREDICTION INSTRUMENTS AT THE TIME OF REQUEST, RATHER THAN REQUIRING THE NECESSARY TIME ELAPSE FOR MATURATION OF CRITERION DATA. THE PREDICTION SYSTEMS DEVELOPED BY THESE METHODS WERE ABOUT AS EFFECTIVE AS INSTRUMENTS DEVELOPED BY THE CLASSICAL METHODS. THE SYNTHETIC METHODS UTILIZED ESTIMATES OF PERFORMANCE MADE BY EXPERTS IN THE TRAINING AREA AS SUBSTITUTES FOR ACTUAL PERFORMANCE. THESE METHODS, THEREFORE, CAN BE USED BEFORE A COURSE HAS EVEN BEEN GIVEN FOR THE FIRST TIME. (AUTHOR) (U)

AD-732 381 5/10
AMHERST COLL MASS

A THEORY OF ACHIEVEMENT BEHAVIOR, (U)

71 31P BIRNEY,ROBERT C. ;BURDICK,
HARVEY ;TEEVAN,ROBERT C. ;
CONTRACT: NONR-2309(02)

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: PREPARED IN COOPERATION WITH SMITH
COLLEGE, NORTHAMPTON, MASS. AND STATE UNIVERSITY
OF NEW YORK, ALBANY.

DESCRIPTORS: (*BEHAVIOR, THEORY),
(*PERFORMANCE(HUMAN), ANALYSIS),
PSYCHOMETRICS, PERSONALITY, PROBABILITY,
ACHIEVEMENT TESTS, MOTIVATION, ANALYSIS OF
VARIANCE (U)
IDENTIFIERS: SELF EVALUATION, RISK TAKING,
*ACHIEVEMENT BEHAVIOR (U)

AD-732 754   5/9
NAVAL PERSONNEL RESEARCH AND DEVELOPMENT LAB WASHINGTON D
C

THE NAVY ADVISOR PROFILE REPORT,   (U)

OCT 71   73P   YELLEN,TED M. I. ;
MCGANKA,JOHN F. ;
REPT. NO. WRR-72-5
PROJ: PF39.521.001.02.04

UNCLASSIFIED REPORT

DESCRIPTORS: (*NAVAL PERSONNEL, *VIETNAM),
PERSONALITY TESTS, SELECTION, LEADERSHIP,
MILITARY PUBLICATIONS   (U)
IDENTIFIERS: *ADVISORY PERSONNEL, PERSONNEL
SCREENING TESTS   (U)

THE PURPOSE OF THE RESEARCH WAS TO DEVELOP AN INSTRUMENT WHICH WOULD BE USED TO ASSESS AN INDIVIDUAL'S POTENTIAL AND SUITABILITY TO PERFORM ADVISORY FUNCTIONS IN THE REPUBLIC OF VIETNAM. SPECIFIC PERSONALITY CHARACTERISTICS POSSESSED BY EFFECTIVE ADVISORS WERE IDENTIFIED AND DEFINED IN TERMS OF ACTUAL EXPERIENCES ENCOUNTERED BY NAVAL ADVISORS IN VIETNAM. AN EXPERIMENTAL EVALUATION INSTRUMENT AND INSTRUCTION MANUAL WERE DEVELOPED INCORPORATING THE DISTINGUISHING CHARACTERISTICS AND THEIR OPERATIONAL DEFINITIONS. THE FORM AND MANUAL WERE FIELD TESTED AND AN ANALYSIS OF THE DATA INDICATED THAT EVALUATORS WERE ABLE TO USE THE INSTRUMENT IN DISCRIMINATING BETWEEN EFFECTIVE AND INEFFECTIVE INDIVIDUALS AS POTENTIAL ADVISORS. THE NAVY ADVISOR PROFILE REPORT (NAVPERS 1300/8 (7/71) AND BUPERS 1300-24) AND THE INSTRUCTION MANUAL NAVY ADVISOR PROFILE REPORT (NP 15164) WERE PUT INTO FLEET-WIDE OPERATIONAL USE AUGUST 1971. (AUTHOR)   (U)

AD-732 814 5/10
WASHINGTON UNIV SEATTLE DEPT OF PSYCHOLOGY

SUBJECTIVE JUDGMENTS OF ACCEPTABLE ERROR, (U)

NOV 68 12P BEACH,LEE ROY ;SOLAK,
FRANCES ;
CONTRACT: AF-AFOSR-1311-67
PROJ: AF-9778
MONITOR: AFOSR 68-2168TR

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN ORGANIZATIONAL BEHAVIOR
AND HUMAN PERFORMANCE, V4 N3 P242-251 AUG 69.

DESCRIPTORS: (*ERRORS, *PERCEPTION(PSYCHOLOGY)),
PREDICTIONS, REASONING, ACCURACY,
PROBABILITY (U)
IDENTIFIERS: JUDGMENT (U)

THREE OF FOUR GROUPS OF SUBJECTS WERE GIVEN PROBLEMS OF THE FORM, 'WHAT IS X% OF Y' FOR WHICH THEY SUBJECTIVELY ESTIMATED THE ANSWERS. THEN, WITHOUT EITHER THE PROBLEMS OR THEIR ANSWERS PRESENT, THEY WERE READ A LIST OF THE CORRECT ANSWERS AND WERE ASKED TO STATE AN INTERVAL AROUND EACH CORRECT ANSWER WITHIN WHICH THEY WOULD REGARD AN ESTIMATE AS ESSENTIALLY CORRECT. THE FOURTH GROUP MADE NO ESTIMATES BUT SAW BOTH THE PROBLEMS AND THE CORRECT ANSWERS WHILE STATING INTERVALS OF ACCEPTABLE ERROR. THE ESTIMATES WERE EXTREMELY ACCURATE. THE RESULTS ARE DISCUSSED IN TERMS OF SUBJECTIVE EVALUATION OF ERROR AND ACHIEVEMENT. (AUTHOR) (U)

AD-732 818   5/10   12/1
WASHINGTON UNIV SEATTLE DEPT OF PSYCHOLOGY

SUBJECTIVE PROBABILITY REVISION AND
SUBSEQUENT DECISION,   (U)

DEC 68   6P   BEACH,LEE ROY ;WISE,JAMES
A. ;
CONTRACT: AF-AFOSR-1311-67
PROJ: AF-9778
MONITOR: AFOSR   69-0048TR

UNCLASSIFIED REPORT
AVAILABILITY: PUB. IN JNL. OF EXPERIMENTAL
PSYCHOLOGY, V81 N3 P561-565 1969.

DESCRIPTORS: (*DECISION MAKING, EXPERIMENTAL
DESIGN), (*PROBABILITY, DECISION MAKING),
PREDICTIONS, UNCERTAINTY   (U)
IDENTIFIERS: BAYESIAN ANALYSIS, BAYES THEOREM   (U)

THREE GROUPS OF SS REVISED THEIR SUBJECTIVE PROBABILITIES ABOUT WHICH OF TWO HYPOTHESES WAS TRUE ON THE BASIS OF SEQUENCES OF DATA. THEN THEY BID FOR BETS ON THE HYPOTHESES. ONE GROUP, SEQUENTIAL ESTIMATION (SE), ESTIMATED AFTER EACH DATUM; ANOTHER, FINAL ESTIMATION (FE), ESTIMATED ONLY AFTER SEEING THE ENTIRE SEQUENCE; AND THE THIRD GROUP, BETS ONLY (BO), MADE NO ESTIMATES, BUT MERELY BID FOR BETS. SE AND FE GAVE ACCURATE AND HIGHLY SIMILAR ESTIMATES. THE SUBJECTIVE PROBABILITIES INFERRED FROM THE BIDS FOR BETS WERE HIGHLY SIMILAR FOR ALL THREE GROUPS, AND FINAL ESTIMATES AND INFERRED VALUES WERE ESSENTIALLY THE SAME FOR BOTH THE SE GROUP AND FOR THE FE GROUP. THE CONCLUSIONS ARE THAT SS CAN USE REVISED SUBJECTIVE PROBABILITIES IN DECISIONS ABOUT BETS AND THAT THEIR USE OF SUBJECTIVE PROBABILITIES IN BETS ON NONFREQUENTISTIC HYPOTHESES CONFORMS TO PREVIOUS FINDINGS ABOUT THEIR USE OF SUBJECTIVE PROBABILITIES IN BETS ON FREQUENTISTIC EVENTS. (AUTHOR)   (U)

AD-733 444 5/10 6/19
TEXAS UNIV AUSTIN SOCIAL PSYCHOLOGY LAB

THE LIFE HISTORY QUESTIONNAIRE:
PREDICTION OF PERFORMANCE IN NAVY DIVER
TRAINING. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 71 23P HELMREICH,ROBERT ;BAKEMAN,
ROGER ;RADLOFF,ROLAND ;
REPT. NO. TR-18
CONTRACT: N00014-67-A-0126-0001
PROJ: NR-171-804

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SPONSORED IN PART BY NATIONAL SCIENCE FOUNDATION, WASHINGTON, D. C.

DESCRIPTORS: (*NAVAL PERSONNEL, BEHAVIOR), (*DIVING, NAVAL TRAINING), OCEAN BOTTOM, QUESTIONNAIRES, STATISTICAL ANALYSIS, CONFINED ENVIRONMENTS, STRESS(PSYCHOLOGY), STRESS(PHYSIOLOGY) (U)
IDENTIFIERS: TEKTITE 2 PROJECT (U)

THE IMPETUS FOR THE DEVELOPMENT OF THE LIFE HISTORY QUESTIONNAIRE WAS A LARGE-SCALE FIELD INVESTIGATION OF THE BEHAVIOR OF AQUANAUTS DURING PROJECT TEKTITE 2 (HELMREICH, 1971). THE GOAL WAS TO UNDERSTAND AND EXPLAIN DIFFERENCES AMONG TEKTITE AQUANAUTS IN THEIR ABILITY TO WORK EFFECTIVELY UNDERWATER, TO GET ALONG WITH FELLOW TEAMMATES, AND TO ADJUST GENERALLY TO A STRESSFUL, ISOLATED AND CONFINING ENVIRONMENT.
(AUTHOR) (U)

AD-733 451 5/9
NAVAL PERSONNEL AND TRAINING RESEARCH LAB SAN DIEGO
CALIF

INFORMATION FEEDBACK: CONTRIBUTIONS TO
LEARNING AND PERFORMANCE IN PERCEPTUAL
IDENTIFICATION TRAINING. (U)

DESCRIPTIVE NOTE: FINAL TECHNICAL BULLETIN,
DEC 71 19P ABRAMS,ALVIN J. ;COOK,
RICHARD L. ;
REPT. NO. STB-72-5
PROJ: RR000-01

UNCLASSIFIED REPORT

DESCRIPTORS: (•SONAR PERSONNEL, •NAVAL TRAINING),
(•LEARNING, •AUDITORY PERCEPTION),
PERFORMANCE(HUMAN), FEEDBACK, EFFECTIVENESS (U)
IDENTIFIERS: STIMULUS(PSYCHOPHYSIOLOGY) (U)

IN TRAINING PEOPLE TO PERFORM AUDITORY IDENTIFICATION TASKS (E.G., TRAINING STUDENTS TO IDENTIFY SOUND CHARACTERISTICS IN A SONAR CLASSIFICATION TASK) IT IS IMPORTANT TO KNOW WHETHER OR NOT TRAINING PROCEDURES ARE MERELY SUSTAINING PERFORMANCE DURING TRAINING OR WHETHER THEY ENHANCE LEARNING OF THE TASK. OFTEN AN INCORRECT ASSUMPTION IS MADE THAT SUPERIOR PERFORMANCE DURING TRAINING IS SYNONYMOUS WITH A HIGH LEVEL OF LEARNING. TWO EXPERIMENTS WERE RUN IN WHICH THE PACING OF STIMULUS COMPLEXITY AND THE FADING OF INFORMATIONAL FEEDBACK (IF) WERE SYSTEMATICALLY VARIED. IT WAS FOUND THAT: THE PACING OF STIMULUS COMPLEXITY DURING TRAINING SERVES TO ENHANCE THE LEARNING EFFECTIVENESS OF IF; CONTINUOUS IF SERVES PRIMARILY TO SUSTAIN PERFORMANCE, WHILE FADING IF ENHANCES LEARNING; THE LEARNING ENHANCEMENT EFFECT OF IF IS GREATEST WHEN JUDGMENTS OF A STIMULUS DIMENSION ARE MADE ON A PREVIOUSLY LEARNED ABSOLUTE SCALE, WHILE THE PERFORMANCE SUSTAINING EFFECT OF IF IS GREATEST WHEN JUDGMENTS OF A STIMULUS DIMENSION ARE MADE ON A NOVEL, RELATIVE SCALE. (AUTHOR) (U)

AD-733 830 5/9
CIVIL AEROMEDICAL INST OKLAHOMA CITY OKLA

THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES. (U)

DESCRIPTIVE NOTE: REPT. FOR NOV 68-MAR 70,
JUL 71 37P COBB,BART B. ;LAY,CAROLYN D. ;BOURDET,NANCY M. ;
PROJ: FAA-AM-C-69-PSY-5, FAA-AM-C-71-PSY-23
MONITOR: FAA-AM 71-36

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR TRAFFIC CONTROLLERS, *APTITUDE TESTS), (*AGING(PHYSIOLOGY), AIR TRAFFIC CONTROLLERS), CORRELATION TECHNIQUES, TRAINING, PERFORMANCE(HUMAN), SELECTION (U)

THE STUDY EXAMINED THE INTERRELATIONSHIPS OF AGE, APTITUDE MEASURES, AND TRAINING PERFORMANCE SCORES FOR 710 MEN. THEY RANGED IN AGE FROM 21 TO 52 YEARS, BUT LESS THAN 12 PER CENT WERE OVER 40. MOST OF THE SUBJECTS WERE FORMER MILITARY CONTROLLERS WHO POSSESSED SUFFICIENT PRIOR ATC EXPERIENCE TO BE SELECTED FOR TRAINING WITH AN EXEMPTION FROM A QUALIFYING APTITUDE INDEX, AND APPOINTED TO TRAINEE STATUS WITH HIGHER-THAN-NORMAL PAY GRADES. AGE CORRELATED NEGATIVELY WITH 21 OF THE 22 APTITUDE MEASURES AND WITH TRAINING COURSE GRADES. ON MOST TESTS, PERFORMANCE MEANS FOR SUBJECTS OVER AGE 34 WERE SIGNIFICANTLY LOWER THAN THOSE OBTAINED FOR THE YOUNGER TRAINEES, AND THEIR ATTRITION RATE FOR THE TRAINING COURSE WAS THREE TIMES THAT OF THEIR YOUNGER CLASSMATES. THE RESULTS INDICATED THAT GREATER EFFECTIVENESS IN SCREENING SUCH APPLICANTS COULD BE ATTAINED IF ELIGIBILITY STANDARDS WERE MODIFIED TO INCLUDE CONSIDERATION OF BOTH AGE AND APTITUDES. (AUTHOR) (U)

AD-734 030   5/9
AIR FORCE HUMAN RESOURCES LAB LOWRY AFB COLO TECHNICAL
TRAINING DIV

EVALUATING AN EXPERIMENTAL AUDIO-VISUAL
MODULE PROGRAMMED TO TEACH A BASIC
ANATOMICAL AND PHYSIOLOGICAL SYSTEM.   (U)

DESCRIPTIVE NOTE: FINAL REPT. MAY-SEP 70,
JUL 71   34P   FEDERICO,PAT-ANTHONY ;
PROJ: AF-1121
TASK: 112101
MONITOR: AFHRL   TR-71-37

UNCLASSIFIED REPORT

DESCRIPTORS: (*AIR FORCE TRAINING, *TEACHING METHODS), (*PROGRAMMED INSTRUCTION, EFFECTIVENESS), LEARNING, EFFICIENCY, TRAINING DEVICES, PHYSIOLOGY, ANATOMY   (U)
IDENTIFIERS: VISUAL AIDS   (U)

THE STUDY EVALUATED THE LEARNING EFFICIENCY AND EFFECTIVENESS OF TEACHING AN ANATOMICAL AND PHYSIOLOGICAL SYSTEM TO AIR FORCE ENLISTED TRAINEES UTILIZING AN EXPERIMENTAL AUDIO-VISUAL PROGRAMMED MODULE AND A COMMERCIAL LINEAR PROGRAMMED TEXT. IT WAS DEMONSTRATED THAT THE AUDIO-VISUAL PROGRAMMED APPROACH TO TRAINING WAS MORE EFFICIENT THAN AND EQUALLY AS EFFECTIVE AS THE PROGRAMMED TEXT APPROACH TO TRAINING. IT WAS DETERMINED THAT TRAINEES OF DIFFERENT LEARNING ABILITIES ACQUIRED AS MUCH KNOWLEDGE ABOUT THE DIGESTIVE SYSTEM FROM VIEWING THE 20-MINUTE AUDIO-VISUAL MODULE AS FROM INTERACTING FOR 80 TO 120 MINUTES WITH THE PROGRAMMED TEXT. IT WAS ESTABLISHED THAT STUDENTS WHO DIFFERED IN THEIR MASTERY OF THE RUDIMENTS OF ANATOMY, PHYSIOLOGY, AND MEDICAL TERMINOLOGY PERFORMED EQUALLY WELL AFTER AUDIO-VISUAL INSTRUCTION OR AFTER WRITTEN PROGRAMMED INSTRUCTION. IT WAS FOUND THAT TRAINEES REPORTED MORE POSITIVE REACTIONS TO THE AUDIO-VISUAL PROGRAM THAN TO THE WRITTEN PROGRAM. IT WAS RECOMMENDED THAT WITHIN THE MEDICAL SERVICE FUNDAMENTALS COURSE AUDIO-VISUAL PROGRAMMED INSTRUCTION BE EMPHASIZED AND WRITTEN LINEAR PROGRAMMED INSTRUCTION BE DE-EMPHASIZED. (AUTHOR)   (U)

AD-734 031 5/10
EDUCATIONAL TESTING SERVICE PRINCETON N J

USE OF CONFIDENCE TESTING IN OBJECTIVE
TESTS, (U)

JUL 71 20P ECHTERNACHT,GARY J. ;
REPT. NO. ETS-RB-71-41
CONTRACT: F41609-70-C-0044
PROJ: AF-1121
TASK: 112103
MONITOR: AFHRL TR-71-32

UNCLASSIFIED REPORT

DESCRIPTORS: (*PSYCHOMETRICS, RELIABILITY),
PERSONALITY, PROBABILITY (U)
IDENTIFIERS: *CONFIDENCE TESTING (U)

THE DEVELOPMENT OF CONFIDENCE TESTING AS A FORM OF OBJECTIVE TESTING WAS TRACED FROM HEVNER'S INITIAL FORMAT TO THAT DEVELOPED IN RECENT YEARS. CONFIDENCE TESTING HAS BEEN USED IN VARYING FORMS OVER THE PAST FORTY YEARS AS A METHOD FOR INCREASING THE AMOUNT OF INFORMATION AVAILABLE FROM OBJECTIVE TEST ITEMS. THE PAPER TRACES THE DEVELOPMENT OF THE PROCEDURE FROM HEVNER'S BEGINNING METHOD UP TO THE VARIOUS METHODS IN USE TODAY. THE TERM CONFIDENCE TESTING IS APPLIED TO BOTH PROBABILISTIC TESTING AND CONFIDENCE WEIGHTING PROCEDURES. VARIOUS PROCEDURES ARE PRESENTED, AND THEIR RELATIONSHIP WITH PERSONALITY FACTORS IS DISCUSSED. (AUTHOR) (U)

AD-734 032 5/10
EDUCATIONAL TESTING SERVICE PRINCETON N J

AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING. (U)

DESCRIPTIVE NOTE: FINAL REPT. JUL 70-JUL 71,
JUL 71 139P ECHTERNACHT,GARY J. ;
SELLMAN,WAYNE S. ;BOLDT,ROBERT F. ;YOUNG,
JOSEPH D. ;
CONTRACT: F41609-70-C-0044
PROJ: AF-1121
TASK: 112103
MONITOR: AFHRL TR-71-33

UNCLASSIFIED REPORT

DESCRIPTORS: (*PSYCHOMETRICS, RELIABILITY),
(*AIR FORCE TRAINING, PSYCHOMETRICS),
FEASIBILITY STUDIES, MAINTENANCE PERSONNEL,
PERSONALITY, PROBABILITY (U)
IDENTIFIERS: *CONFIDENCE TESTING, EVALUATION (U)

THE REPORT DESCRIBES A STUDY TO DETERMINE THE FEASIBILITY AND THE COST-EFFECTIVENESS OF USING CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING PROGRAMS. TWO TYPES OF CONFIDENCE TESTING, PICK-ONE AND DISTRIBUTE 100 POINTS, WERE DEVELOPED FOR COMPARISON TO CONVENTIONAL MULTIPLE-CHOICE TESTING. THE STUDY WAS CARRIED OUT IN TWO TECHNICAL TRAINING COURSES, AEROSPACE GROUND EQUIPMENT REPAIRMAN (AGE) AND JET ENGINE MECHANIC (JEM), CURRENTLY BEING TAUGHT AT CHANUTE AIR FORCE BASE, ILLINOIS. THE CRITERIA FOR FEASIBILITY INCLUDED END OF BLOCK EXAMINATION SCORES, NUMBER OF STUDENT REMEDIATIONAL SESSIONS, AND BOTH STUDENT AND INSTRUCTOR ATTITUDES. IN ADDITION, THE RELATIONSHIP OF VARIOUS PERSONALITY VARIABLES TO CONFIDENCE TEST SCORES WAS EXAMINED FOR BOTH TYPES OF CONFIDENCE TESTING. THE MAJOR FINDING WAS THAT WHILE SCORING WAS SOMEWHAT MORE TIME CONSUMING, END OF BLOCK EXAMINATION SCORES IMPROVED SLIGHTLY AND THE NUMBER OF REMEDIATIONS REQUIRED DECLINED SLIGHTLY WHEN EITHER CONFIDENCE TESTING METHOD WAS EMPLOYED. OTHER AREAS OF INVESTIGATION PRODUCED ESSENTIALLY NULL RESULTS. (AUTHOR) (U)

AD-734 119 5/9
NAVAL SUBMARINE MEDICAL RESEARCH LAB—GROTON CONN

CHARACTERISTICS OF THE SUBMARINE LINE OFFICER. II. PATTERNS OF MOTIVATION FOR VOLUNTEERING FOR THE SUBMARINE SERVICE. (U)

DESCRIPTIVE NOTE: INTERIM REPT.,
MAY 71 20P GILES,J. T. ;COLLINS,C. E. ;WEYBREW,BENJAMIN B. ;
REPT. NO. NSMRL-666
PROJ: MF12.524
TASK: MF12.524.002

UNCLASSIFIED REPORT

SUPPLEMENTARY NOTE: SEE ALSO REPORT DATED 12 MAR 70, AD-708 029.

DESCRIPTORS: (*OFFICER PERSONNEL, *MOTIVATION), (*SUBMARINE PERSONNEL, MOTIVATION), SELECTION, FACTOR ANALYSIS, ATTRITION (U)

THE OBJECTIVES OF THE STUDY WERE TO IDENTIFY THE MAJOR MOTIVES UNDERLYING AN OFFICER'S DECISION TO VOLUNTEER FOR THE SUBMARINE SERVICE. THE RESULTS, WHILE TENTATIVE AS THE OFFICER SAMPLES WERE SMALL, NEVERTHELESS SUGGEST THAT ANY INCENTIVE MEASURES WHICH SERVE TO ENHANCE THE STATUS AND PRESTIGE OF THE SUBMARINER WILL IN TURN RESULT IN GREATER QUANTITIES AND HIGHER QUALITY OF OFFICER VOLUNTEERS FOR THE SUBMARINE SERVICE.
(AUTHOR) (U)

AD-734 179 5/10
MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS

A RESEARCH CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS. (U)

DESCRIPTIVE NOTE: ANNUAL PROGRESS REPT. 1 JUL 70-30 JUN 71,
OCT 71 41P DUNNETTE,MARVIN D. ; CAMPBELL,JOHN P. ;
REPT. NO. TR-4007
CONTRACT: N00014-68-A-0141-0003
PROJ: NR-152-293

UNCLASSIFIED REPORT

DESCRIPTORS: (*PERFORMANCE(HUMAN), ORGANIZATIONS), MOTIVATION, BEHAVIOR, APTITUDE TESTS, MANPOWER STUDIES, ORGANIZATIONS (U)
IDENTIFIERS: INTERPERSONAL RELATIONS (U)

THE REPORT SUMMARIZES RESEARCH ACTIVITIES AND RESULTS CARRIED OUT UNDER THE CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS THROUGH 30 JUNE, 1971. BRIEF SUMMARIES OF RESEARCH ACTIVITIES UNDER ELEVEN MAJOR AREAS ARE PRESENTED: MOTIVATIONAL AND BEHAVIORAL CONSEQUENCES OF ORGANIZATIONAL INCENTIVE SYSTEMS; SOURCES OF VARIATION IN IMPRESSION FORMATION IN INTERPERSONAL PERCEPTION; DEVELOPMENT OF AN INTEGRATED SYSTEM FOR AUDITING - EVALUATING THE PERSONNEL FUNCTION; ABILITY-APTITUDE TESTING; MODELS OF MANPOWER ALLOCATION AND PERSONNEL UTILIZATION; ORGANIZATION STUDIES; PERSONAL VALUE SYSTEMS OF NAVAL OFFICERS; OPTIMAL STRATEGIES FOR MULTIVARIATE PREDICTION AND VARIABLE SUBGROUPING; VOCATIONAL INTEREST MEASUREMENT; PERCEPTUAL - MOTOR LEARNING AND SKILLED BEHAVIOR; VOCATIONAL AND EDUCATIONAL SIGNIFICANCE OF GUIDANCE TESTS. (U)

AD-734 325   5/10   5/9
ARMY BEHAVIOR AND SYSTEMS RESEARCH LAB ARLINGTON VA

DIMENSIONS OF LEADERSHIP IN A SIMULATED
COMBAT SITUATION. (U)

DESCRIPTIVE NOTE: TECHNICAL RESEARCH REPT.,
JUL 71   73P   HELME,WILLIAM H. ;WILLEMIN,
LOUIS P. ;GRAFTON,FRANCES C. ;
REPT. NO. BESRL-TR-1172
PROJ: DA-2-Q-062106-A-722

UNCLASSIFIED REPORT

DESCRIPTORS: (*LEADERSHIP, ARMY RESEARCH), (*PERFORMANCE(HUMAN), WARFARE), SIMULATION, BEHAVIOR, FACTOR ANALYSIS, MATHEMATICAL PREDICTION, OFFICER PERSONNEL, MOTIVATION, MILITARY PSYCHOLOGY, STATISTICAL PROCESSES, JOB ANALYSIS (U)
IDENTIFIERS: *TASK PERFORMANCE, EVALUATION (U)

THE REPORT IS ONE OF A SERIES OF MAJOR PUBLICATIONS MARKING THE CULMINATION OF THE OFFICER PREDICTION RESEARCH PROGRAM AND THE IMPACT OF THE FINDINGS ON BESRL'S ONGOING AND NEWLY FORMULATED PROGRAMS ON OFFICER EVALUATION AND THE CAREER DEVELOPMENT. IT PRESENTS THE IMPORTANT DIMENSIONS OF OFFICER LEADERSHIP BEHAVIOR DERIVED FROM ANALYSES OF MORE THAN 2000 SINGLE OBSERVATIONS AND JUDGMENTS BY TRAINED MILITARY STAFF ON EACH OFFICER PARTICIPANT DURING A THREE-DAY OEC SIMULATION. OVER 300 SCALES AND EVALUATIONS WERE ASSEMBLED FROM ANALYSIS OF THE EVALUATIONS RECORDED ON 900 OFFICERS PERFORMING 15 TASKS DURING A THREE-DAY OEC EXERCISE. THE SERIES OF FACTOR ANALYSES BY WHICH THE DIMENSIONS OF LEADERSHIP PERFORMANCE WERE OBTAINED FROM THESE DATA ARE GIVEN IN DETAIL IN A TECHNICAL SUPPLEMENT. (U)

AD-816 218 5/11 5/9
SAINT LOUIS UNIV MO

SOCIOMETRIC STATUS AND ATTITUDE CHARACTERISTICS OF
SUCCESSFUL AND UNSUCCESSFUL WAVE RECRUITS. (U)

DESCRIPTIVE NOTE: TECHNICAL REPT.,
SEP 59 41P RIGBY,MARILYN K. ;OSSORIO,
ELIZABETH D. ;
REPT. NO. TR-11
CONTRACT: NONR-1304(04)
PROJ: NR-151-200

UNCLASSIFIED REPORT

DESCRIPTORS: (*SOCIOMETRICS, NAVAL PERSONNEL),
FEMALES, ADAPTATION(PHYSIOLOGY),
PERFORMANCE(HUMAN), MILITARY TRAINING,
RECRUITING, MILITARY MEDICINE, BEHAVIOR,
PSYCHOMETRICS, GROUP DYNAMICS, PERSONALITY,
APTITUDE TESTS, ATTITUDES (U)

TWO INSTRUMENTS INTENDED TO DISCRIMINATE SUCCESSFUL FROM UNSUCCESSFUL WAVE RECRUITS AND TO DESCRIBE THE WAVE RECRUIT GROUP WERE ADMINISTERED TO NINE SUCCESSIVE COMPANIES. A SOCIOMETRIC QUESTIONNAIRE DISCRIMINATED SUCCESSFUL FROM UNSUCCESSFUL RECRUITS IN TWO INDEPENDENT SAMPLES. IT IS NOW IN USE AT THE NAVAL TRAINING CENTER. AN OPINION SURVEY WAS ADMINISTERED TO FOUR COMPANIES FOR THE PURPOSES OF DEVELOPING A KEY; WHEN THE PAPERS FROM FIVE ADDITIONAL COMPANIES OF RECRUITS WERE SCORED WITH THE KEY, NO SIGNIFICANT DISCRIMINATION BETWEEN CRITERION GROUPS WAS FOUND. NEITHER WERE RELATIONSHIPS FOUND BETWEEN SCORES DERIVED FROM THE OPINION SURVEY AND SOCIOMETRIC STANDING. (AUTHOR) (U)

•ADJUTANT GENERAL'S OFFICE (ARMY)
WASHINGTON D C

• • •

DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS
AD-265 467

• • •

PRS-814
DEVELOPMENT AND CROSS-VALIDATION OF SCORING KEYS FOR LEADERS' COURSE SELECTION INSTRUMENTS.
AD-622 903

•AERONAUTICAL SYSTEMS DIV WRIGHT-PATTERSON AFB OHIO

• • •

ASD-TN61 45
PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR AT THE AIR FORCE ACADEMY, CLASS OF 1963
AD-263 980

•AEROSPACE MEDICAL RESEARCH LABS WRIGHT-PATTERSON AFB OHIO

• • •

AMRL-TR64 104
TRACKING PERFORMANCE AS A FUNCTION OF EXPONENTIAL DELAY AND LEARNING.
AD-609 811

•AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TEX

• • •

AFHRL-TR-70-36
ESTIMATION OF VALIDITY IN THE ABSENCE OF A CRITERION.
AD-716 809

• • •

AFHRL-TR-71-32
USE OF CONFIDENCE TESTING IN OBJECTIVE TESTS,
AD-734 031

• • •

AFHRL-TR-71-33
AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING.
AD-734 032

•AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX

• • •

AFHRL-TR-68-103
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1968,
AD-679 988

•AIR FORCE HUMAN RESOURCES LAB LACKLAND AFB TEX PERSONNEL RESEARCH DIV

• • •

AFHRL-TR-69-33
CAREER INDICATIONS AMONG JUNIOR OFFICERS,
AD-703 728

• • •

AFHRL-TR-70-23
THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS,
AD-713 608

•AIR FORCE HUMAN RESOURCES LAB LOWRY AFB COLO TECHNICAL TRAINING DIV

• • •

AFHRL-TR-71-37
EVALUATING AN EXPERIMENTAL AUDIO-VISUAL MODULE PROGRAMMED TO TEACH A BASIC ANATOMICAL AND PHYSIOLOGICAL SYSTEM.
AD-734 030

•AIR FORCE OFFICE OF SCIENTIFIC RESEARCH ARLINGTON VA

• • •

AFOSR-68-1856
LEADERSHIP BEHAVIOR OF AIR FORCE ROTC CADETS.
AD-676 667

• • •

AFOSR-68-1894
INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION.
AD-676 286

• • •

AFOSR-68-2168TR
SUBJECTIVE JUDGMENTS OF

ACCEPTABLE ERROR,
AD-732 814

• • •

AFOSR-69-0048TR
SUBJECTIVE PROBABILITY REVISION AND SUBSEQUENT DECISION,
AD-732 818

• • •

AFOSR-69-0406TR
SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE,
AD-685 180

•AMERICAN INST FOR RESEARCH WASHINGTON D C

• • •

SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE
AD-255 015

• • •

196 57 FR 164
AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF THREE PATTERNS OF LEADERSHIP BEHAVIOR
AD-143 119

•AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES PALO ALTO CALIF

• • •

STUDY OF TRAINING PERFORMANCE EVALUATION TECHNIQUES.
(NAVTRADEVCEN-1449 1)
AD-609 605

•AMERICAN INSTITUTES FOR RESEARCH SILVER SPRING MD

• • •

AIR-881-11/70TR-1
PREDICTING HUMAN PERFORMANCE. I. ESTIMATING THE PROBABILITY OF VISUAL DETECTION.
AD-716 796

• • •

AIR-E-29-3/67-TR-1
STUDIES OF COMPONENT-TOTAL TASK RELATIONS: ORDER OF COMPONENT-TOTAL TASK PRACTICE AND TOTAL TASK PREDICTABILITY.
AD-654 512

• • •

AIR-E-51-1/67-FR
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES,
AD-646 392

• • •

AIR-R70-15
PREDICTING HUMAN PERFORMANCE. I. ESTIMATING THE PROBABILITY OF VISUAL DETECTION.
AD-716 796

•AMHERST COLL MASS

• • •

A THEORY OF ACHIEVEMENT BEHAVIOR,
AD-732 381

•APPLIED PSYCHOLOGICAL SERVICES WAYNE PA

• • •

POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND APPLICATION. FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN,
AD-604 438

• • •

COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM BEHAVIOR.
(NAVTRADEVCEN-1537-1)
AD-623 135

•APPLIED PSYCHOLOGICAL SERVICES INC WAYNE PA SCIENCE CENTER

• • •

INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH COMMUNICATIONS TRAINING.
(NAVTRADEVCEN-66-C-0045-1)
AD-682 498

•ARCTIC AEROMEDICAL LAB FORT WAINWRIGHT ALASKA

• • •

AAL-TR-66-11
HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS.

REPORT ON UNIT EFFECTIVENESS.
AD-649 513

•ARMY AIR FORCES WASHINGTON D C
AVIATION PSYCHOLOGY PROGRAM

• • •

2
THE CLASSIFICATION PROGRAM.
AD-651 778

•ARMY BEHAVIOR AND SYSTEMS RESEARCH
LAB ARLINGTON VA

• • •

BESRL-TR-1172
DIMENSIONS OF LEADERSHIP IN A
SIMULATED COMBAT SITUATION.
AD-734 325

•ARMY BEHAVIORAL SCIENCE RESEARCH LAB
ARLINGTON VA

• • •

BESRL-TRN-203
FACTORIALLY DERIVED INFORMATION
MEASURES FOR DIFFERENTIAL
PREDICTION OF OFFICER PERFORMANCE.
AD-686 288

•ARMY BEHAVIORAL SCIENCE RESEARCH LAB
WASHINGTON D C

• • •

BESRL-TRN-202
FACTOR ANALYSIS OF A
SITUATIONAL LEADERSHIP MEASURE-THE
SPEEDED PRACTICAL JUDGMENT TEST.
AD-682 724

•ARMY COMMAND AND GENERAL STAFF COLL
FORT LEAVENWORTH KANS

• • •

AN ANALYSIS OF THE GEOGRAPHIC
AND SOCIO-ECONOMIC ORIGINS OF THE
1969-70 CLASS OF THE COMMAND AND
GENERAL STAFF COLLEGE.
AD-713 376

•ARMY ENLISTED EVALUATION CENTER
INDIANAPOLIS IND

• • •

TECHNICAL RESEARCH STUDY-66
VALIDATION OF THE COMMANDER'S
EVALUATION REPORT AND THE MOS
EVALUATION TEST FOR FIELD ARTILLERY
CREWMEN MOS CODE 141.6 (13B40).
AD-653 783

• • •

TECHNICAL RESEARCH STUDY-92
PRELIMINARY VALIDITY REPORT OF
THE MOS EVALUATION TEST FOR TRACK
VEHICLE MECHANIC, MOS CODE 63C20.
AD-659 370

•ARMY GENERAL EQUIPMENT TEST ACTIVITY
FORT LEE VA

• • •

TCB 61 136 EV
PREDICTION OF TECHNICAL SCHOOL
SUCCESS FROM HOMOGENEOUS
BIOGRAPHICAL INVENTORY SCORES
AD-289 877

•ARMY HOSPITAL WEST POINT N Y

• • •

RR-20
PERSONALITY-LEADERSHIP
CORRELATES OF TRAINFIRE
MARKSMANSHIP OF NEW WEST POINT
CADETS.
AD-622 296

•ARMY PERSONNEL RESEARCH OFFICE
WASHINGTON D C

• • •

APRO-TRN-142
PEER RATING STABILITY IN
CHANGING GROUPS.
AD-601 972

• • •

APRO-TRN-143
VALUES ASSOCIATED WITH MILITARY
CAREER MOTIVATION.
AD-600 037

• • •

APRO-TRN-147
FACTOR ANALYSIS OF EXPERIMENTAL
NONCOGNITIVE MEASURES OF COMBAT
POTENTIAL.
AD-609 032

• • •

APRO-TRN-157
VALIDATION OF EXPERIMENTAL TOOL
AND TRADE KNOWLEDGE TESTS.
AD-621 700

• • •

APRO-TRR-1133
STATUS REPORT ON RESEARCH FOR THE U.S. MILITARY ACADEMY (CADET LEADERS TASK),
AD-432 090

• • •

APRO-TRR-1134
PREDICTION OF OFFICER PERFORMANCE.
AD-600 038

• • •

APRO-TRR-1139
RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS,
AD-609 112

•ARMY TRANSPORTATION RESEARCH COMMAND FORT EUSTIS VA

• • •

TRECOM-TR-64-69
EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGHSPEED FLIGHT,
AD-614 243

•BUCKNELL UNIV LEWISBURG PA

• • •

TR-26
FEAR OF FAILURE AND INDICES OF LEADERSHIP UTILIZED IN THE TRAINING OF ROTC CADETS.
AD-668 823

•BUREAU OF MEDICINE AND SURGERY WASHINGTON D C

• • •

NAVMED-MF-022.01.03-9001
SELECTION FOR ANTARCTIC SERVICE.
AD-632 497

• • •

NAVMED-MF022.01.04-9001
CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC TRAINING RELATED TO PERFORMANCE TWO YEARS LATER,
AD-631 980

• • •

NAVMED-MF022.01.04-9001
DIMENSIONS OF PEER AND SUPERVISOR RATINGS IN A MILITARY SETTING.
AD-635 608

• • •

NAVMED-MF022.01.04-9001
A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS.
AD-635 616

• • •

NAVMED-NM-001-109-101-6
THE ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS.
AD-620 272

• • •

NAVMED-NM14-02-11.1-21
A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA.
AD-468 261

•BURROUGHS WELLCOME AND CO U S A INC TUCKAHOE N Y

• • •

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART IV, THE RELIABILITY OF MEASURES,
AD-608 935

• • •

PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI. SPECIAL TOPICS,
AD-609 398

•CARNEGIE INST OF TECH PITTSBURGH PA GRADUATE SCHOOL OF INDUSTRIAL ADMINISTRATION

• • •

ONR-RM-135
THE EFFECTS OF GOAL DIFFICULTY ON PERFORMANCE: A FIELD EXPERIMENT,
AD-609 508

•CIVIL AEROMEDICAL INST OKLAHOMA CITY OKLA

• • •

THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.
(FAA-AM-71-36)
AD-733 830

•COLLEGE ENTRANCE EXAMINATION BOARD PRINCETON N J

• • •

22
AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF ENLISTED MEN.
(OSRD-5557)
AD-636 825

•DIRECTORATE OF CIVILIAN PERSONNEL (AF) WASHINGTON D C PERSONNEL RESEARCH BRANCH

• • •

RR-64-1
DEVELOPING A BATTERY OF PREDICTORS FOR SELECTION OF AIR FORCE WRITERS. I. PRETESTING MEASURES OF ENGLISH USAGE AND MECHANICS,
AD-614 835

•EDUCATIONAL TESTING SERVICE PRINCETON N J

• • •

THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION.
AD-710 023

• • •

SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL,
AD-710 339

• • •

AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING.
(AFHRL-TR-71-33)
AD-734 032

• • •

ETS-RB-71-41
USE OF CONFIDENCE TESTING IN OBJECTIVE TESTS,
(AFHRL-TR-71-32)
AD-734 031

•FEDERAL AVIATION ADMINISTRATION WASHINGTON D C OFFICE OF AVIATION MEDICINE

• • •

FAA-AM-71-36
THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.
AD-733 830

•GEORGE WASHINGTON UNIV ALEXANDRIA VA HUMAN RESOURCES RESEARCH OFFICE

• • •

THE EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR PROFICIENCY TESTING.
AD-607 545

• • •

LEADER PREPARATION PROGRAM IMPLEMENTATION PACKAGE. OVERVIEW OF LEADERSHIP PROGRAM DEVELOPMENT UNDER TASK NCO. TAB F-LEADER SELECTION AND ASSESSMENT MATERIALS.
AD-699 323

• • •

HUMRRO-PROFESSIONAL PAPER-42-68
LEADERSHIP IN SMALL MILITARY UNITS,
AD-682 349

• • •

HUMRRO PROFESSIONAL PAPER-8-69
COLLECTED PAPERS PREPARED UNDER WORK UNIT INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE RIFLE SQUADS.
AD-686 621

• • •

HUMRRO PROFESSIONAL PAPER-15-67
THE SKILLS OF LEADERSHIP,
AD-650 712

• • •

HUMRRO PROFESSIONAL PAPER 24-69
COLLECTED PAPERS PREPARED UNDER

WORK UNIT SPANOCON: HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.
AD-693 302

• • •

HUMRRO PROFESSIONAL PAPER-30-67
HUMAN FACTORS IN AVIATION: SOME RECURRENT PROBLEMS AND NEW APPROACHES,
AD-696 971

• • •

HUMRRO-RR-5
LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II
AD-240 895

• • •

HUMRRO-TR-66-21
AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING.
AD-646 771

• • •

HUMRRO-TR-67-12
EVALUATION OF THREE EXPERIMENTAL SYSTEMS FOR NONCOMMISSIONED OFFICER TRAINING.
AD-661 613

• • •

HUMRRO-TR-68-7
THE EFFECTS OF GROUP COMPETITION UPON STUDENT PERFORMANCE,
AD-672 174

• • •

HUMRRO-TR-68-12
TANK CREW EFFECTIVENESS IN RELATION TO THE SUPERVISORY BEHAVIOR OF THE TANK COMMANDER.
AD-679 918

• • •

HUMRRO-TR-69-4
ACQUISITION, RETENTION, AND RETRAINING: GROUP STUDIES ON USING LOW FIDELITY TRAINING DEVICES,
AD-686 741

• • •

HUMRRO-TR-84
A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR OFFICERS,
AD-409 096

•HUMAN FACTORS RESEARCH INC LOS ANGELES CALIF

• • •

RESEARCH ON THE DEVELOPMENT OF SHIPBOARD PERFORMANCE MEASURES AND PERFORMANCE JUDGMENTS.
AD-610 489

• • •

TM-1
FACTORS INFLUENCING THE JUDGMENT OF HUMAN PERFORMANCE. THE PREDICTABILITY OF RATINGS AS A FUNCTION OF INTERRATER AGREEMENT: A REPLICATION.
AD-710 579

•HUMAN RESOURCES RESEARCH OFFICE GEORGE WASHINGTON UNIV ALEXANDRIA VA

• • •

LEADERSHIP AT HIGHER LEVELS OF COMMAND AS VIEWED BY SENIOR AND EXPERIENCED COMBAT COMMANDERS.
AD-478 740

• • •

A CRITICAL INCIDENT STUDY OF INFANTRY, AIRBORNE, AND ARMORED JUNIOR NONCOMMISSIONED OFFICERS.
AD-480 232

• • •

A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL GRADUATES.
AD-486 297

• • •

THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS AND OCS EVALUATIONS.
AD-486 300

• • •

SPANOCON: SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING.
AD-488 615

• • •

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY AIT PLATOON.
AD-628 962

• • •

HUMRRO-FIGHTER STUDY-23
THE CONSTRUCTION, VALIDATION AND APPLICATION OF A SUBJECTIVE STRESS SCALE.

AD-489 875

• • •

HUMRRO-TR-65-17
RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS: A SUMMARY REPORT OF PILOT STUDIES.
AD-631 208

•HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA VA

• • •

HUMRRO PROFESSIONAL PAPER-22-70
INTELLIGENCE PROFILE IN THE PREDICTION OF PSYCHOMOTOR SKILLS, PERSEVERANCE, AND LEADERSHIP,
AD-719 534

• • •

HUMRRO-TR-70-18
PERFORMANCE IN FIVE ARMY JOBS BY MEN AT DIFFERENT APTITUDE (AFQT) LEVELS: I. PURPOSE AND DESIGN OF STUDY.
AD-715 641

•HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA

• • •

HUMRRO PROFESSIONAL PAPER 33-69
COLLECTED PAPERS PREPARED UNDER WORK UNIT AAA: FACTORS AFFECTING EFFICIENCY AND MORALE IN ANTIAIRCRAFT ARTILLERY BATTERIES,
AD-699 490

•ILLINOIS UNIV URBANA GROUP
EFFECTIVENESS RESEARCH LAB

• • •

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT OF GROUP MEMBERS.
AD-648 741

• • •

TR-69
GROUP PERFORMANCE UNDER EXPERIENCED AND INEXPERIENCED LEADERS: A VALIDATION EXPERIMENT.
AD-684 091

•LOCKHEED MISSILES AND SPACE CO
SUNNYVALE CALIF

• • •

6-65-65-15
AN INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT CREWS,
AD-616 316

•MILITARY ACADEMY WEST POINT N Y

• • •

A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES,
(MA-TR9)
AD-410 775

• • •

THE RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE,
(MA-TR15)
AD-608 325

• • •

THE EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY,
(MA-TR14)
AD-608 328

• • •

THE RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS,
(MA-TR12)
AD-608 329

•MINISTRY OF AVIATION LONDON
(ENGLAND)

• • •

MA-TR9
A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES,
AD-410 775

• • •

MA-TR12
THE RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS,
AD-608 329

• • •

MA-TR14

THE EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY,

AD-608 328

• • •

MA-TR15

THE RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE,

AD-608 325

•MINNESOTA UNIV MINNEAPOLIS CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS

• • •

TR-4003

TASK PERFORMANCE AS A FUNCTION OF PERCEIVED EFFORT-PERFORMANCE AND PERFORMANCE-REWARD CONTINGENCIES.

AD-715 436

• • •

TR-4007

A RESEARCH CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS.

AD-734 179

•NAVAL AEROSPACE MEDICAL INST PENSACOLA FLA

• • •

PREDICTING SUCCESS IN NAVAL FLIGHT OFFICER TRAINING,

AD-650 364

• • •

PREVENTION OF MISASSIGNMENTS AMONG VARIOUS AVIATION SPECIALTIES,

AD-710 020

• • •

SR-66-1

CAREFULNESS PEER RATINGS AS A PREDICTOR OF SUCCESS IN NAVAL AVIATION TRAINING.

AD-631 752

• • •

SR-66-3

ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS PREDICTORS OF FLIGHT SUCCESS.

AD-635 304

•NAVAL MEDICAL RESEARCH INST BETHESDA MD

• • •

THE INTERACTION OF PERSONALITY AND INTELLIGENCE IN TASK PERFORMANCE,

AD-662 092

•NAVAL MEDICAL RESEARCH LAB NEW LONDON CONN

• • •

MRL-43

COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST, FORM X-1 (NAVPERS-16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL,

AD-622 215

• • •

NMRL-32A

THE RELATIONSHIP OF SCORES ON FORM 3, OFFICER QUALIFICATION TEST, TO GRADES IN THE OFFICERS' SUBMARINE SCHOOL, NEW LONDON, CONNECTICUT,

AD-622 186

• • •

NMRL-67

AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE SCHOOL.

AD-663 528

•NAVAL PERSONNEL AND TRAINING RESEARCH LAB SAN DIEGO CALIF

• • •

STB-72-5

INFORMATION FEEDBACK: CONTRIBUTIONS TO LEARNING AND PERFORMANCE IN PERCEPTUAL IDENTIFICATION TRAINING.

AD-733 451

•NAVAL PERSONNEL RESEARCH ACTIVITY SAN

DIEGO CALIF

• • •

65-1
RECRUIT TRAINING AND REENLISTMENT: AN OVERVIEW.
AD-467 961

• • •

NPRA-SRR-67-15
TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER DEMOLITION TEAM SCHOOL PERFORMANCE.
AD-659 286

• • •

STB-65-17
VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE TEST.
AD-619 169

• • •

STB-66-18
VALIDATION OF OCS SELECTION INSTRUMENTS: THE RELATIONSHIP OF OCS SELECTION MEASURES TO OCS PERFORMANCE.
AD-626 841

• • •

STB-67-4
VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE TEST.
AD-638 680

•NAVAL PERSONNEL RESEARCH AND DEVELOPMENT LAB WASHINGTON D C

• • •

WRR-72-5
THE NAVY ADVISOR PROFILE REPORT,
AD-732 754

•NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF

• • •

EXECUTIVE DEVELOPMENT OF OFFICERS THROUGH COACHING,
AD-481 407

•NAVAL SCHOOL OF AVIATION MEDICINE PENSACOLA FLA

• • •

LEADERSHIP, FOLLOWERSHIP AND FRIENDSHIP
AD-035 224

• • •

THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS IN DISCRIMINATING BETWEEN NAVAL AVIATION CADETS OF 'HIGH' AND 'LOW' MOTIVATION.
AD-468 276

• • •

A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA.
(NAVMED-NM14-02-11.1-21)
AD-468 261

• • •

THE ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS.
(NAVMED-NM-001-109-101-6)
AD-620 272

• • •

MR-005.13-3003-R-41
THE RELATIONSHIP BETWEEN THE RANK OF INCOMING OFFICERS AND COMPLETION OF FLIGHT TRAINING,
AD-612 673

• • •

NSAM-911
THE RELATIONSHIP BETWEEN THE RANK OF INCOMING OFFICERS AND COMPLETION OF FLIGHT TRAINING,
AD-612 673

• • •

SR-63-5
THE USE OF PROCUREMENT SOURCE AS A PREDICTOR OF SUCCESS IN TRAINING.
AD-620 017

• • •

SR-63-6
THE USE OF SEPARATE PREDICTION FORMULAE BASED ON THE PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS.
AD-623 826

•NAVAL SUBMARINE MEDICAL CENTER GROTON CONN SUBMARINE MEDICAL RESEARCH LAB

• • •

SMRL-511
PERSONNEL SELECTION IN THE NAVY: PROCEEDINGS OF A NAVY-WIDE WORKSHOP, APRIL 67,

AD-671 792

•NAVAL SUBMARINE MEDICAL RESEARCH LAB GROTON CONN

• • •

NSMRL-666
CHARACTERISTICS OF THE SUBMARINE LINE OFFICER. II. PATTERNS OF MOTIVATION FOR VOLUNTEERING FOR THE SUBMARINE SERVICE.
AD-734 119

•NAVAL TRAINING DEVICE CENTER ORLANDO FLA

• • •

NAVTRADEVCEN-66-C-0045-1
INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH COMMUNICATIONS TRAINING.
AD-682 498

• • •

NAVTRADEVCEN-1449 1
STUDY OF TRAINING PERFORMANCE EVALUATION TECHNIQUES.
AD-609 605

• • •

NAVTRADEVCEN-1537-1
COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM BEHAVIOR.
AD-623 135

• • •

NAVTRADEVCEN-1939-0-4
A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT TRAINING.
AD-643 830

•NAVY MEDICAL NEUROPSYCHIATRIC RESEARCH UNIT SAN DIEGO CALIF

• • •

62 3
ANALYSIS OF ADJUSTMENT DIMENSIONS IN SMALL CONFINED GROUPS
AD-286 491

• • •

66-1
DIMENSIONS OF PEER AND SUPERVISOR RATINGS IN A MILITARY SETTING.
(NAVMED-MF022.01.04-9001)
AD-635 608

• • •

66-2
CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC TRAINING RELATED TO PERFORMANCE TWO YEARS LATER,
(NAVMED-MF022.01.04-9001)
AD-631 980

• • •

66-7
A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS.
(NAVMED-MF022.01.04-9001)
AD-635 616

• • •

66-15
SELECTION FOR ANTARCTIC SERVICE.
(NAVMED-MF-022.01.03-9001)
AD-632 497

• • •

NMNRU-63-9
AN EVALUATION OF A POPULAR LEADER,
AD-603 580

• • •

NMNRU-64-19
PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS,
AD-609 546

• • •

NMNRU-69-25
THE MILITARY EFFECTIVENESS OF NAVY AIRMEN ENLISTEES,
AD-700 917

• • •

NMNRU-69-31
THE RELATIVE IMPORTANCE OF SELECTED BEHAVIORAL CHARACTERISTICS OF GROUP MEMBERS IN AN EXTREME ENVIRONMENT,
AD-712 420

•NEBRASKA UNIV LINCOLN

• • •

A STUDY OF AIR FORCE PERSONNEL PROBLEMS ASSOCIATED WITH REMOTE OR

ISOLATED ASSIGNMENTS.
AD-615 631

•NEW MEXICO UNIV ALBUQUERQUE

• • •

TR-2
LEADERSHIP BEHAVIOR OF AIR FORCE ROTC CADETS.
(AFOSR-68-1896)
AD-676 667

•NEW MEXICO UNIV ALBUQUERQUE DEPT OF SOCIOLOGY

• • •

INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION.
(AFOSR-68-1894)
AD-676 286

•NORTH AMERICAN AVIATION INC COLUMBUS OHIO

• • •

EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGHSPEED FLIGHT,
(TRECOM-TR-64-69)
AD-619 243

•NORTHWESTERN UNIV EVANSTON ILL

• • •

INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY FOR FREE LEARNING.
AD-638 288

• • •

SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG NAVAL RECRUITS,
AD-710 926

•OFFICE OF SCIENTIFIC RESEARCH AND DEVELOPMENT WASHINGTON D C

• • •

OSRD-5557
AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF ENLISTED MEN.
AD-636 825

•OHIO STATE UNIV RESEARCH FOUNDATION COLUMBUS

• • •

A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT TRAINING.
(NAVTRADEVCEN-1939-0-4)
AD-693 830

•PERSONNEL RESEARCH LAB LACKLAND AFB TEX

• • •

FEASIBILITY OF IDENTIFYING PREDICTORS OF SUCCESS IN OFFICER JOBS FROM PERSONNEL RECORDS AND THE WORD PICTURE SECTION OF EFFECTIVENESS REPORTS
AD-295 099

• • •

DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS,
AD-603 109

• • •

PRL-TDR64 18
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1964.
AD-606 868

• • •

PRL-TDR64 20
CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS OF WEATHER OFFICERS,
AD-607 635

• • •

PRL-TR-65-5
USE OF HIGH SCHOOL RECORD INFORMATION IN PREDICTING SUCCESS IN ELECTRONICS TRAINING,
AD-616 731

• • •

PRL-TR-66-14
RELATIONSHIP OF AFOQT SCORES TO MEASURES OF SUCCESS IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING,
AD-656 303

•PERSONNEL RESEARCH LAB (6570TH)

AEROSPACE MEDICAL DIV LACKLAND AFB TEX

• • •

PRL-TR-65-16
A MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER CAREER ATTITUDES,
AD-627 651

• • •

PRL-TR-65-21
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1966,
AD-630 916

•PRINCETON UNIV N J

• • •

COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL COMPLEXITY.
AD-608 435

•PSYCHOLOGICAL RESEARCH SERVICE INC AUSTIN TEX

• • •

DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS,
AD-603 109

•SAINT LOUIS UNIV MO

• • •

TR-11
SOCIOMETRIC STATUS AND ATTITUDE CHARACTERISTICS OF SUCCESSFUL AND UNSUCCESSFUL WAVE RECRUITS.
AD-816 218

•SCHOOL OF AEROSPACE MEDICINE BROOKS AFB TEX

• • •

HUMAN FLIGHT BEHAVIOR IN GROUPS.
AD-619 412

•SHUFORD-MASSENGILL CORP LEXINGTON MASS

• • •

SMC-R-15
SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE.
(AFOSR-69-0406TR)
AD-685 180

•SOUTHWESTERN COMPUTING SERVICE INC TULSA OKLA

• • •

ESTIMATION OF VALIDITY IN THE ABSENCE OF A CRITERION.
(AFHRL-TR-70-36)
AD-716 809

•STATE UNIV OF NEW YORK BUFFALO

• • •

VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT PERFORMANCE CRITERION,
AD-634 174

•TEXAS UNIV AUSTIN SOCIAL PSYCHOLOGY LAB

• • •

TR-18
THE LIFE HISTORY QUESTIONNAIRE: PREDICTION OF PERFORMANCE IN NAVY DIVER TRAINING.
AD-733 444

•UNIVERSITY OF SOUTHERN CALIFORNIA LOS ANGELES

• • •

PROJECT ON APTITUDES OF HIGH-LEVEL PERSONNEL.
AD-605 131

•WAKOFF RESEARCH CENTER STATEN ISLAND N Y

• • •

TR-2
PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE.
AD-629 630

•WASHINGTON UNIV SEATTLE

• • •

THE LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES.
AD-617 294

•WASHINGTON UNIV SEATTLE DEPT OF
PSYCHOLOGY

• • •

SUBJECTIVE JUDGMENTS OF
ACCEPTABLE ERROR,
(AFOSR-68-2168TR)
AD-732 819

• • •

SUBJECTIVE PROBABILITY REVISION
AND SUBSEQUENT DECISION,
(AFOSR-69-0098TR)
AD-732 818

•WASHINGTON UNIV ST LOUIS MO

• • •

THE VALIDITY OF PEER RATINGS
FROM OCS IN PREDICTING OFFICER
PERFORMANCE: A FOLLOW-UP OF THE
1955 NEWPORT STUDY.
AD-604 189

•WASHINGTON UNIV ST LOUIS MO DEPT OF
PSYCHOLOGY

• • •

TR-13
A LEARNING TEST APPROACH TO
PREDICTING CLASSROOM PERFORMANCE.
AD-661 276

SUBJECT INDEX

•ACHIEVEMENT TESTS
PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR AT THE AIR FORCE ACADEMY, CLASS OF 1963•
AD-263 980

NAVAL TRAINING
ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS PREDICTORS OF FLIGHT SUCCESS.•
AD-638 304

OFFICER PERSONNEL
DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS.
AD-603 109

•ADJUSTMENT (PSYCHOLOGY)
ARMY PERSONNEL
RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE.
AD-608 325
EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY.
AD-608 328

•ADJUSTMENT(PSYCHOLOGY)
NAVAL PERSONNEL
SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG NAVAL RECRUITS.•
AD-710 926

•AGING(PHYSIOLOGY)
AIR TRAFFIC CONTROLLERS
THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.•
AD-733 830

•AIR FORCE PERSONNEL
ARCTIC REGIONS
STUDY OF AIR FORCE PERSONNEL PROBLEMS ASSOCIATED WITH REMOTE OR ISOLATED ASSIGNMENTS.
AD-615 631

ATTITUDES
MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER CAREER ATTITUDES,
AD-627 651

ELECTRONIC TECHNICIANS
USE OF HIGH SCHOOL RECORD INFORMATION IN PREDICTING SUCCESS IN ELECTRONICS TRAINING.
AD-616 731

PSYCHOMETRICS
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1964.
AD-606 868

SELECTION
DEVELOPING PREDICTORS FOR SELECTING AF WRITERS; I. PRETESTING MEASURES OF ENGLISH USAGE AND MECHANICS.
AD-614 835
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1966,•
AD-630 916

•AIR FORCE RESEARCH
PERSONNEL MANAGEMENT
CAREER INDICATIONS AMONG JUNIOR OFFICERS,•
AD-703 728

•AIR FORCE TRAINING
PERFORMANCE TESTS
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1968,•
AD-679 988

PSYCHOMETRICS
AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING.•
AD-734 032

TEACHING METHODS
EVALUATING AN EXPERIMENTAL AUDIO-VISUAL MODULE PROGRAMMED TO TEACH A BASIC ANATOMICAL AND PHYSIOLOGICAL SYSTEM.*
AD-734 030

*AIR TRAFFIC CONTROLLERS
APTITUDE TESTS
THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.*
AD-733 830

*ANTARCTIC REGIONS
NAVAL PERSONNEL
SELECTION FOR ANTARCTIC SERVICE.
AD-632 497

*ANTIAIRCRAFT DEFENSE SYSTEMS
EFFECTIVENESS
COLLECTED PAPERS PREPARED UNDER WORK UNIT AAAI FACTORS AFFECTING EFFICIENCY AND MORALE IN ANTIAIRCRAFT ARTILLERY BATTERIES.*
AD-690 490

*ANTISUBMARINE AIRCRAFT
COMMUNICATION SYSTEMS
COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM BEHAVIOR.
AD-623 135

FLIGHT SIMULATORS
INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH COMMUNICATIONS TRAINING.*
AD-682 498

*APTITUDE TESTS
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS*
AD-268 467
ANALYSIS OF A PERSONAL QUESTIONNAIRE FOR AIRMAN CLASSIFICATION BATTERY WITH SEPARATE GROUPS OF ITEMS KEYED TO DIFFERENT JOB AREAS.
AD-280 877

AIR TRAFFIC CONTROLLERS
THE RELATIONSHIP BETWEEN CHRONOLOGICAL AGE AND APTITUDE TEST MEASURES OF ADVANCED-LEVEL AIR TRAFFIC CONTROL TRAINEES.*
AD-733 830

NAVAL PERSONNEL
VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE TEST.
AD-619 169
VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE TEST.*
AD-638 680

OFFICER PERSONNEL
PROJECT ON APTITUDES OF HIGH-LEVEL PERSONNEL.
AD-605 131

*ARMED FORCES RESERVES
MILITARY TRAINING
FEAR OF FAILURE AND INDICES OF LEADERSHIP UTILIZED IN THE TRAINING OF ROTC CADETS.*
AD-668 823

*ARMY PERSONNEL
ARMY TRAINING
A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL GRADUATES.
AD-486 297
LEADER PREPARATION PROGRAM IMPLEMENTATION PACKAGE. OVERVIEW OF LEADERSHIP PROGRAM DEVELOPMENT UNDER TASK NCO. TAB F-LEADER SELECTION AND ASSESSMENT MATERIALS.*
AD-699 323

BACKGROUND
AN ANALYSIS OF THE GEOGRAPHIC AND SOCIO-ECONOMIC ORIGINS OF THE 1969-70 CLASS OF THE COMMAND AND GENERAL STAFF COLLEGE.*
AD-713 376

EDUCATION
RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS.

AD-608 329

EFFECTIVENESS

COLLECTED PAPERS PREPARED UNDER WORK UNIT INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE RIFLE SQUADS.•
AD-684 621

PERFORMANCE IN FIVE ARMY JOBS BY MEN AT DIFFERENT APTITUDE (AFQT) LEVELS: I. PURPOSE AND DESIGN OF STUDY.•
AD-716 641

JOB ANALYSIS

A CRITICAL INCIDENT STUDY OF INFANTRY, AIRBORNE, AND ARMORED JUNIOR NONCOMMISSIONED OFFICERS.
AD-480 232

LEADERSHIP

INTERPERSONAL VALUES - SUPPORT CONFORMITY, RECOGNITION, INDEPENDENCE, BENEVOLENCE, AND LEADERSHIP - AS PREDICTORS OF MILITARY CAREER MOTIVATION.
AD-600 037

PEER RATINGS AS PREDICTORS OF ARMY NCO LEADERSHIP POTENTIAL.
AD-601 972

AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING.•
AD-646 771

MILITARY TRAINING

RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE.
AD-608 325

EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY.
AD-608 328

OPERATORS (PERSONNEL)

RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS.
AD-609 112

PSYCHOMETRICS

PREDICTION OF OFFICER PERFORMANCE IN THE TECHNICAL, ADMINISTRATIVE, AND COMBAT AREAS OF ASSIGNMENT.
AD-600 038

FACTOR ANALYSIS OF EXPERIMENTAL NONCOGNITIVE MEASURES OF COMBAT POTENTIAL.
AD-609 032

VALIDATION OF THE COMMANDER'S EVALUATION REPORT AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN MOS CODE 141.6 (13840).•
AD-653 783

SELECTION

VALIDATION OF EXPERIMENTAL TOOL AND TRADE KNOWLEDGE TESTS.
AD-621 700

TRAINING

EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR PROFICIENCY TESTING.
AD-607 545

•ARMY TRAINING

GUNNERY

PERSONALITY-LEADERSHIP CORRELATES OF TRAINFIRE MARKSMANSHIP OF NEW WEST POINT CADETS.
AD-622 296

LEADERSHIP

LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON.
AD-628 962

AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING.•
AD-646 771

MILITARY TACTICS

RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS.

AD-608 329

PERFORMANCE(HUMAN)
THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS AND OCS EVALUATIONS.*
AD-486 300

TRAINING DEVICES
ACQUISITION, RETENTION, AND RETRAINING: GROUP STUDIES ON USING LOW FIDELITY TRAINING DEVICES.*
AD-686 741

*ARTILLERY
PERFORMANCE(HUMAN)
COLLECTED PAPERS PREPARED UNDER WORK UNIT AAA: FACTORS AFFECTING EFFICIENCY AND MORALE IN ANTIAIRCRAFT ARTILLERY BATTERIES,*
AD-699 490

*ASTRONAUTS
PERFORMANCE TESTS
INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT CREWS.
AD-614 316

*ATTITUDES
ANALYSIS OF VARIANCE
FACTORS INFLUENCING THE JUDGMENT OF HUMAN PERFORMANCE. THE PREDICTABILITY OF RATINGS AS A FUNCTION OF INTERRATER AGREEMENT: A REPLICATION.*
AD-710 579

OFFICER PERSONNEL
MULTIPLE LINEAR REGRESSION ANALYSIS OF OFFICER CAREER ATTITUDES.
AD-627 651

PERFORMANCE(HUMAN)
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES.*
AD-646 392

*AUDITORY PERCEPTION
LEARNING
INFORMATION FEEDBACK: CONTRIBUTIONS TO LEARNING AND PERFORMANCE IN PERCEPTUAL IDENTIFICATION TRAINING.*
AD-733 451

*AVIATION PERSONNEL
ANALYSIS OF A PERSONAL QUESTIONNAIRE FOR AIRMAN CLASSIFICATION BATTERY WITH SEPARATE GROUPS OF ITEMS KEYED TO DIFFERENT JOB AREAS.
AD-289 877

LEADERSHIP
A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA.
AD-468 261

NAVAL TRAINING
RELATIONSHIP BETWEEN THE RANK OF INCOMING MARINE AND NAVY OFFICERS AND COMPLETION OF FLIGHT TRAINING.
AD-612 673
CAREFULNESS PEER RATINGS AS A PREDICTOR OF SUCCESS IN NAVAL AVIATION TRAINING.*
AD-631 752

PERFORMANCE(HUMAN)
HUMAN FACTORS IN AVIATION: SOME RECURRENT PROBLEMS AND NEW APPROACHES,*
AD-656 971

SELECTION
USE OF SEPARATE PREDICTION FORMULAE BASED ON THE PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS.
AD-623 826
PREDICTING SUCCESS IN NAVAL FLIGHT OFFICER TRAINING,*
AD-650 364
A PSYCHOLOGICAL PROGRAM FOR THE SELECTION AND CLASSIFICATION OF AIR CREWS.

AD-651 778
RELATIONSHIP OF AFOQT SCORES TO MEASURES OF SUCCESS IN UNDERGRADUATE PILOT AND NAVIGATOR TRAINING.*
AD-654 303

TRAINING
USE OF PROCUREMENT SOURCE AS A PREDICTOR OF SUCCESS IN TRAINING OF FLIGHT STUDENTS.
AD-620 017

*BEHAVIOR
SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE*
AD-255 015

AVIATION PERSONNEL
THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS IN DISCRIMINATING BETWEEN NAVAL AVIATION CADETS OF HIGH AND LOW MOTIVATION.
AD-468 236

CONFINED ENVIRONMENTS
REPRINT: THE RELATIVE IMPORTANCE OF SELECTED BEHAVIORAL CHARACTERISTICS OF GROUP MEMBERS IN AN EXTREME ENVIRONMENT.
AD-712 420

MOTIVATION
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES.*
AD-646 392

PERSONALITY
REPRINT: THE INTERACTION OF PERSONALITY AND INTELLIGENCE IN TASK PERFORMANCE.
AD-662 092

THEORY
A THEORY OF ACHIEVEMENT BEHAVIOR.*
AD-732 381

*BIBLIOGRAPHIES
SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE*
AD-255 015

*CONFINED ENVIRONMENTS
BEHAVIOR
REPRINT: THE RELATIVE IMPORTANCE OF SELECTED BEHAVIORAL CHARACTERISTICS OF GROUP MEMBERS IN AN EXTREME ENVIRONMENT.
AD-712 420

*CURVE FITTING
STATISTICAL DATA
SPANOCON: SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING.*
AD-488 615

*DECISION MAKING
EXPERIMENTAL DESIGN
REPRINT: SUBJECTIVE PROBABILITY REVISION AND SUBSEQUENT DECISIONS.
AD-732 818

WARFARE
COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCON: HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.*
AD-693 302

*DIVING
NAVAL TRAINING
THE LIFE HISTORY QUESTIONNAIRE: PREDICTION OF PERFORMANCE IN NAVY DIVER TRAINING.*
AD-733 449

*EDUCATION
OFFICER PERSONNEL
CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS OF WEATHER OFFICERS.
AD-607 635
RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS.

AD-608 329

•ELECTRONIC TECHNICIANS
JOB ANALYSIS
POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND APPLICATION. FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN.
AD-604 438

SELECTION
USE OF HIGH SCHOOL RECORD INFORMATION IN PREDICTING SUCCESS IN ELECTRONICS TRAINING.
AD-614 731

•ERRORS
PERCEPTION(PSYCHOLOGY)
REPRINT: SUBJECTIVE JUDGMENTS OF ACCEPTABLE ERROR.
AD-739 814

•FACTOR ANALYSIS
ARMY PERSONNEL
FACTOR ANALYSIS OF EXPERIMENTAL NONCOGNITIVE MEASURES OF COMBAT POTENTIAL.
AD-609 032

•FLIGHT
LOW ALTITUDE
EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGH-SPEED FLIGHT.
AD-614 243

•FLIGHT CREWS
EFFECTIVENESS
HUMAN FLIGHT BEHAVIOR IN GROUPS.
AD-619 412

•GROUP DYNAMICS
DIMENSIONS OF ADJUSTMENT IN SMALL CONFINED GROUPS. PROBLEMS OF EFFECTIVE PERFORMANCE OF ONE'S JOB AND ADJUSTMENT TO CONFINED GROUP LIVING. NEED FOR SELECTION OF PERSONNEL SHOWING COMPATIBILITY RATHER THAN WORK PROFICIENCY ONLY DEMONSTRATED.
AD-286 491

ANTISUBMARINE WARFARE
COMMUNICATIONS AS A MEASURABLE INDEX OF TEAM BEHAVIOR.
AD-623 135

DECISION MAKING
REPRINT: VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT PERFORMANCE CRITERION.
AD-634 174

EFFECTIVENESS
INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT OF GROUP MEMBERS.•
AD-648 741
HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS. REPORT ON UNIT EFFECTIVENESS.•
AD-649 513

FLIGHT CREWS
HUMAN FLIGHT BEHAVIOR IN GROUPS.
AD-619 412

GUNNERY
A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT TRAINING.•
AD-643 830

LEADERSHIP
A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR OFFICERS.
AD-409 096
EVALUATION OF A POPULAR LEADER.
AD-603 580

MILITARY PERSONNEL
TANK CREW EFFECTIVENESS IN RELATION TO THE SUPERVISORY BEHAVIOR OF THE TANK COMMANDER.•
AD-679 918

PERFORMANCE(HUMAN)
THE EFFECTS OF GROUP COMPETITION UPON STUDENT PERFORMANCE.•

AD-672 174

•GUIDED MISSILE SIMULATORS
EFFECTIVENESS
ACQUISITION, RETENTION, AND RETRAINING: GROUP STUDIES ON USING LOW FIDELITY TRAINING DEVICES.•
AD-684 741

•GUNNERY
NAVAL PERSONNEL
A STUDY OF SELECTED FACTORS AFFECTING THE MEASUREMENT OF TOTAL TEAM PRODUCT IN GUNFIRE SUPPORT TRAINING.•
AD-643 830

•JOB ANALYSIS
FEASIBILITY OF IDENTIFYING PREDICTORS OF SUCCESS IN OFFICER JOBS FROM PERSONNEL RECORDS AND THE WORD PICTURE SECTION OF EFFECTIVENESS REPORTS•
AD-296 049

NAVAL PERSONNEL
POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND APPLICATION. FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN.
AD-604 438

•LEADERSHIP
LEADERSHIP, FOLLOWERSHIP AND FRIENDSHIP•
AD-038 224
AN EXPERIMENTAL COMPARISON OF THE EFFECTIVENESS OF THREE PATTERNS OF LEADERSHIP BEHAVIOR•
AD-143 119
LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II•
AD-240 895
SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE•
AD-258 015
PREDICTING ACHIEVEMENT OF CADETS IN THEIR FIRST YEAR AT THE AIR FORCE ACADEMY, CLASS OF 1963•
AD-263 980
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS•
AD-265 467

ANALYSIS
LEADERSHIP AT HIGHER LEVELS OF COMMAND AS VIEWED BY SENIOR AND EXPERIENCED COMBAT COMMANDERS.
AD-478 740

ARMY PERSONNEL
A FOLLOW-UP STUDY OF NCO LEADERS SCHOOL GRADUATES.
AD-486 297

ARMY RESEARCH
DIMENSIONS OF LEADERSHIP IN A SIMULATED COMBAT SITUATION.•
AD-734 325

ARMY TRAINING
LEADERSHIP CLIMATE FOR TRAINEE LEADERS: THE ARMY ADVANCED INDIVIDUAL TRAINING (AIT) PLATOON.
AD-628 962

BEHAVIOR
LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES.
AD-617 294

DETERMINATION
PEER RATINGS AS PREDICTORS OF ARMY NCO LEADERSHIP POTENTIAL.
AD-601 972

EFFECTIVENESS
REPRINT: THE SKILLS OF LEADERSHIP.
AD-650 712

FACTOR ANALYSIS
FACTOR ANALYSIS OF A SITUATIONAL LEADERSHIP MEASURE-THE SPEEDED PRACTICAL JUDGMENT TEST.•

AD-662 724

JOB ANALYSIS
STATUS REPORT ON RESEARCH FOR THE U.S. MILITARY ACADEMY (CADET LEADERS TASK).*
AD-432 090

MEASUREMENT
SPANOCONI SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING.*
AD-488 615

MILITARY TRAINING
RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS: A SUMMARY REPORT OF PILOT STUDIES.*
AD-631 208

PERFORMANCE(HUMAN)
GROUP PERFORMANCE UNDER EXPERIENCED AND INEXPERIENCED LEADERS: A VALIDATION EXPERIMENT.*
AD-684 091

PROGRAMMED INSTRUCTION
LEADERSHIP IN SMALL MILITARY UNITS.*
AD-682 349

PSYCHOMETRICS
A NOTE ON THE RELATIONSHIP OF THE INTERACTION POTENTIAL INVENTORY TO PEER RATINGS OF LEADERSHIP AND OTHER NAVAL AVIATION CADET CRITERIA.
AD-468 261
INTERPERSONAL VALUES - SUPPORT CONFORMITY, RECOGNITION, INDEPENDENCE, BENEVOLENCE, AND LEADERSHIP - AS PREDICTORS OF MILITARY CAREER MOTIVATION.
AD-600 037
PREDICTION OF OFFICER PERFORMANCE IN THE TECHNICAL, ADMINISTRATIVE, AND COMBAT AREAS OF ASSIGNMENT.
AD-600 038

REPORTS
LEADER PREPARATION PROGRAM IMPLEMENTATION PACKAGE. OVERVIEW OF LEADERSHIP PROGRAM DEVELOPMENT UNDER TASK NCO. TAB F-LEADER SELECTION AND ASSESSMENT MATERIALS.*
AD-699 323

SOCIOMETRICS
EVALUATION OF A POPULAR LEADER.
AD-603 580

TEST METHODS
EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR PROFICIENCY TESTING.
AD-607 545

TRAINING
A PROGRAM OF LEADERSHIP INSTRUCTION FOR JUNIOR OFFICERS.
AD-409 096
AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING.*
AD-646 771

*LEARNING
AUDITORY PERCEPTION
INFORMATION FEEDBACK: CONTRIBUTIONS TO LEARNING AND PERFORMANCE IN PERCEPTUAL IDENTIFICATION TRAINING.*
AD-733 451

PSYCHOMETRICS
REPRINT: INDIVIDUAL AND GROUP PREDICTIONS OF ITEM DIFFICULTY FOR FREE LEARNING.
AD-638 288
A LEARNING TEST APPROACH TO PREDICTING CLASSROOM PERFORMANCE.*
AD-661 276

*MANPOWER STUDIES
PERFORMANCE(HUMAN)
PERFORMANCE IN FIVE ARMY JOBS BY MEN AT DIFFERENT APTITUDE (AFQT) LEVELS: I. PURPOSE AND DESIGN OF STUDY.*
AD-715 641

•MILITARY ORGANIZATIONS

RIFLES

COLLECTED PAPERS PREPARED UNDER WORK UNIT INTERSQUAD: A STUDY OF THE FACTORS WHICH ACCOUNT FOR THE DIFFERENCES BETWEEN EFFECTIVE AND INEFFECTIVE RIFLE SQUADS.•

AD-686 621

UNIVERSITIES

INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION.•

AD-676 286

LEADERSHIP BEHAVIOR OF AIR FORCE ROTC CADETS.•

AD-676 667

•MILITARY PERSONNEL

LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II•

AD-240 895

APTITUDE TESTS

PROJECT ON APTITUDES OF HIGH-LEVEL PERSONNEL.

AD-608 131

GROUP DYNAMICS

INTERPERSONAL PERCEPTION AND PSYCHOLOGICAL ADJUSTMENT OF GROUP MEMBERS.•

AD-648 741

TANK CREW EFFECTIVENESS IN RELATION TO THE SUPERVISORY BEHAVIOR OF THE TANK COMMANDER.•

AD-679 918

MEASUREMENT

STATUS REPORT ON RESEARCH FOR THE U.S. MILITARY ACADEMY (CADET LEADERS TASK).•

AD-439 090

MILITARY TRAINING

RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS: A SUMMARY REPORT OF PILOT STUDIES.•

AD-631 208

PERFORMANCE(HUMAN)

PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE.

AD-629 630

TRAINING

A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES.

AD-610 775

•MILITARY PSYCHOLOGY

DIMENSIONS OF ADJUSTMENT IN SMALL CONFINED GROUPS. PROBLEMS OF EFFECTIVE PERFORMANCE OF ONE'S JOB AND ADJUSTMENT TO CONFINED GROUP LIVING. NEED FOR SELECTION OF PERSONNEL SHOWING COMPATIBILITY RATHER THAN WORK PROFICIENCY ONLY DEMONSTRATED.

AD-286 491

AIR FORCE PERSONNEL

STUDY OF AIR FORCE PERSONNEL PROBLEMS ASSOCIATED WITH REMOTE OR ISOLATED ASSIGNMENTS.

AD-615 631

ARMY PERSONNEL

INTERPERSONAL VALUES - SUPPORT CONFORMITY, RECOGNITION, INDEPENDENCE, BENEVOLENCE, AND LEADERSHIP - AS PREDICTORS OF MILITARY CAREER MOTIVATION.

AD-600 037

GROUP DYNAMICS

PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE.

AD-629 630

POLAR REGIONS

PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS.

AD-609 546

•MILITARY TRAINING

SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE.

AD-255 015

ADJUSTMENT (PSYCHOLOGY)
EFFECT OF A SUCCESSFUL EXPERIENCE IN FIELD MILITARY TRAINING ON LATER CADET PERFORMANCE AT THE UNITED STATES MILITARY ACADEMY.
AD-608 326

ADJUSTMENT PSYCHOLOGY
RELATIONSHIPS OF SELECTED TEST MEASURES AND NEW CADET BARRACKS PERFORMANCE TO ATTRITION AND LATER CADET PERFORMANCE.
AD-608 325

ARMY PERSONNEL
RELATIONSHIP BETWEEN CLASSROOM INSTRUCTION AND PRACTICAL PERFORMANCE IN MILITARY TACTICS.
AD-608 329

LEADERSHIP
RESEARCH ON THE TRAINING OF NONCOMMISSIONED OFFICERS: A SUMMARY REPORT OF PILOT STUDIES.*
AD-631 208
EVALUATION OF THREE EXPERIMENTAL SYSTEMS FOR NONCOMMISSIONED OFFICER TRAINING.*
AD-661 613

MATHEMATICAL PREDICTION
USE OF PROCUREMENT SOURCE AS A PREDICTOR OF SUCCESS IN TRAINING OF FLIGHT STUDENTS.
AD-620 017

OFFICER PERSONNEL
COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCON: HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.*
AD-693 302

PSYCHOMETRICS
A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES.
AD-410 775

*MONITORS

OPERATORS (PERSONNEL)
RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS.
AD-609 112

*MOTIVATION

BEHAVIOR
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES.*
AD-646 392

GROUP DYNAMICS
THE SIGNIFICANCE OF ATTITUDES TOWARD PEERS IN DISCRIMINATING BETWEEN NAVAL AVIATION CADETS OF HIGH AND LOW MOTIVATION.
AD-468 236

INTERACTIONS
TASK PERFORMANCE AS A FUNCTION OF PERCEIVED EFFORT-PERFORMANCE AND PERFORMANCE-REWARD CONTINGENCIES.*
AD-715 436

OFFICER PERSONNEL
CHARACTERISTICS OF THE SUBMARINE LINE OFFICER. II. PATTERNS OF MOTIVATION FOR VOLUNTEERING FOR THE SUBMARINE SERVICE.*
AD-734 119

PERFORMANCE (HUMAN)
EFFECTS OF GOAL DIFFICULTY ON PERFORMANCE: A FIELD EXPERIMENT.
AD-609 508

TRAINING
THE EFFECTS OF GROUP COMPETITION UPON STUDENT PERFORMANCE.*
AD-672 174

*NAVAL AVIATION

TRAINING
PREDICTING SUCCESS IN NAVAL FLIGHT OFFICER TRAINING.*
AD-650 364
REPRINT: PREVENTION OF MISASSIGNMENTS AMONG VARIOUS AVIATION SPECIALTIES.

AD-710 020

*NAVAL PERSONNEL
DIMENSIONS OF ADJUSTMENT IN SMALL CONFINED GROUPS. PROBLEMS OF EFFECTIVE PERFORMANCE OF ONE'S JOB AND ADJUSTMENT TO CONFINED GROUP LIVING, NEED FOR SELECTION OF PERSONNEL SHOWING COMPATIBILITY RATHER THAN WORK PROFICIENCY ONLY DEMONSTRATED.
AD-286 491

ADJUSTMENT(PSYCHOLOGY)
SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG NAVAL RECRUITS,*
AD-710 926

APTITUDE TESTS
VALIDATION OF THE 1963 NAVY COLLEGE APTITUDE TEST.*
AD-638 680

BEHAVIOR
THE LIFE HISTORY QUESTIONNAIRE: PREDICTION OF PERFORMANCE IN NAVY DIVER TRAINING.*
AD-731 444

LEADERSHIP
EVALUATION OF A POPULAR LEADER.
AD-603 580
THE VALIDITY OF PEER RATINGS FROM OCS IN PREDICTING OFFICER PERFORMANCE: A FOLLOW-UP OF THE 1965 NEWPORT STUDY.
AD-604 184
ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS.
AD-620 272

NAVAL TRAINING
RECRUIT TRAINING AND REENLISTMENT: AN OVERVIEW.
AD-467 961

PERFORMANCE(HUMAN)
REPRINT: A FORMULA FOR PREDICTING EFFECTIVENESS IN THE NAVY FROM CHARACTERISTICS OF HIGH SCHOOL STUDENTS.
AD-635 616
THE MILITARY EFFECTIVENESS OF NAVY AIRMEN ENLISTEES,*
AD-700 917

PSYCHOMETRICS
DIMENSIONS OF PEER AND SUPERVISOR RATINGS IN A MILITARY SETTING.*
AD-635 608

SELECTION
VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE TEST.
AD-619 169
SELECTION FOR ANTARCTIC SERVICE.
AD-632 497
TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER DEMOLITION TEAM SCHOOL PERFORMANCE.*
AD-659 286
PERSONNEL SELECTION IN THE NAVY: PROCEEDINGS OF A NAVY-WIDE WORKSHOP, APRIL 67,*
AD-671 792
THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION.*
AD-710 023

VIETNAM
THE NAVY ADVISOR PROFILE REPORT,*
AD-732 759

*NAVAL TRAINING
AVIATION PERSONNEL
CAREFULNESS PEER RATINGS AS A PREDICTOR OF SUCCESS IN NAVAL AVIATION TRAINING.*
AD-631 752

MATHEMATICAL PREDICTION
RELATIONSHIP BETWEEN THE RANK OF INCOMING MARINE AND NAVY OFFICERS AND COMPLETION OF FLIGHT TRAINING.
AD-612 673

OFFICER PERSONNEL
SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE

GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL,•
AD-710 339

PERFORMANCE(HUMAN)
REPRINT: CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC TRAINING RELATED TO PERFORMANCE TWO YEARS LATER.
AD-631 980
ACADEMIC GRADES IN PRIMARY FLIGHT TRAINING AS PREDICTORS OF FLIGHT SUCCESS.•
AD-636 304
TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER DEMOLITION TEAM SCHOOL PERFORMANCE.•
AD-659 286

RECRUITING
RECRUIT TRAINING AND REENLISTMENT: AN OVERVIEW.
AD-467 961

SONAR PERSONNEL
INFORMATION FEEDBACK: CONTRIBUTIONS TO LEARNING AND PERFORMANCE IN PERCEPTUAL IDENTIFICATION TRAINING.•
AD-731 451

UNIVERSITIES
VALIDATION OF THE 1961 NAVY COLLEGE APTITUDE TEST.
AD-619 169

•OFFICE PERSONNEL
SELECTION
PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1964.
AD-604 868

•OFFICER PERSONNEL
LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II•
AD-240 895
FEASIBILITY OF IDENTIFYING PREDICTORS OF SUCCESS IN OFFICER JOBS FROM PERSONNEL RECORDS AND THE WORD PICTURE SECTION OF EFFECTIVENESS REPORTS•
AD-295 049

ACHIEVEMENT TESTS
DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS.
AD-603 109

ARMY TRAINING
THE RELATIONSHIP BETWEEN LEADERS' COURSE EVALUATIONS AND OCS EVALUATIONS.•
AD-486 300

ATTITUDES
CAREER INDICATIONS AMONG JUNIOR OFFICERS,•
AD-703 728

EDUCATION
CONTRIBUTION OF EDUCATION TO THE RATED EFFECTIVENESS OF WEATHER OFFICERS.
AD-607 636

EFFECTIVENESS
SPANOCON: SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING.•
AD-488 615
THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS,•
AD-713 608

MILITARY TRAINING
LEADERSHIP IN SMALL MILITARY UNITS,•
AD-682 349
COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCON: HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.•
AD-693 302

MOTIVATION
CHARACTERISTICS OF THE SUBMARINE LINE OFFICER. II. PATTERNS OF MOTIVATION FOR VOLUNTEERING FOR THE SUBMARINE SERVICE.•
AD-734 119

NAVAL TRAINING

RELATIONSHIP BETWEEN THE RANK OF INCOMING MARINE AND NAVY OFFICERS AND COMPLETION OF FLIGHT TRAINING.

AD-619 673

SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL.•

AD-710 339

PERFORMANCE (HUMAN)

PREDICTION OF OFFICER PERFORMANCE IN THE TECHNICAL, ADMINISTRATIVE, AND COMBAT AREAS OF ASSIGNMENT.

AD-600 038

PERFORMANCE TESTS

FACTORIALLY DERIVED INFORMATION MEASURES FOR DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE.•

AD-686 288

PERFORMANCE(HUMAN)

FACTOR ANALYSIS OF A SITUATIONAL LEADERSHIP MEASURE-THE SPEEDED PRACTICAL JUDGMENT TEST.•

AD-689 724

PERSONALITY TESTS

THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION.•

AD-710 023

PERSONNEL MANAGEMENT

REPRINT: PREVENTION OF MISASSIGNMENTS AMONG VARIOUS AVIATION SPECIALTIES.

AD-710 020

PREDICTIONS

AN ANALYSIS OF THE GEOGRAPHIC AND SOCIO-ECONOMIC ORIGINS OF THE 1969-70 CLASS OF THE COMMAND AND GENERAL STAFF COLLEGE.•

AD-713 376

PSYCHOMETRICS

ASSESSMENT OF OFFICER-LIKE QUALITIES IN NAVAL AIR CADETS.

AD-620 272

RELATIONSHIP OF SCORES ON FORM 3, OFFICER QUALIFICATION TEST, TO GRADES IN THE OFFICERS' SUBMARINE SCHOO, NEW LONDON, CONNECTICUT.

AD-622 186

SELECTION

THE VALIDITY OF PEER RATINGS FROM OCS IN PREDICTING OFFICER PERFORMANCE: A FOLLOW-UP OF THE 1955 NEWPORT STUDY.

AD-604 134

COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST, FORM X-1 (NAVPERS16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL.

AD-622 215

DEVELOPMENT AND CROSS-VALIDATION OF SCORING KEYS FOR LEADERS' COURSE SELECTION INSTRUMENTS.

AD-622 903

USE OF SEPARATE PREDICTION FORMULAE BASED ON THE PROCUREMENT SOURCE OF OFFICER FLIGHT STUDENTS.

AD-623 826

VALIDATION OF OCS SELECTION INSTRUMENTS: THE RELATIONSHIP OF OCS SELECTION MEASURES TO OCS PERFORMANCE.

AD-626 841

AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE SCHOOL.•

AD-663 528

PREDICTING FIRST YEAR ACHIEVEMENT OF AIR FORCE ACADEMY CADETS, CLASS OF 1968.•

AD-679 988

TRAINING

EXECUTIVE DEVELOPMENT OF OFFICERS THROUGH COACHING.

AD-481 407

•PERCEPTION

ATTITUDES
A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES.
AD-410 775

•PERCEPTION (PSYCHOLOGY)
PERSONALITY
COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL COMPLEXITY.
AD-608 435

•PERCEPTION(PSYCHOLOGY)
ERRORS
REPRINT: SUBJECTIVE JUDGMENTS OF ACCEPTABLE ERROR.
AD-732 814

•PERFORMANCE (HUMAN)
ARMY RESEARCH
RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS.
AD-609 112

FLIGHT SIMULATORS
EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGH-SPEED FLIGHT.
AD-614 243

NAVAL PERSONNEL
PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS.
AD-609 546

PERFORMANCE TESTS
EFFECTS OF GOAL DIFFICULTY ON PERFORMANCE: A FIELD EXPERIMENT.
AD-609 508

•PERFORMANCE TESTS
ARMY PERSONNEL
PRELIMINARY VALIDITY REPORT OF THE MOS EVALUATION TEST FOR TRACK VEHICLE MECHANIC, MOS CODE 63C20,•
AD-659 370

ATTENTION
RESEARCH ACTIVITIES ON PERFORMANCE IN ARMY MONITOR SYSTEMS.
AD-609 112

OFFICER PERSONNEL
FACTORIALLY DERIVED INFORMATION MEASURES FOR DIFFERENTIAL PREDICTION OF OFFICER PERFORMANCE,•
AD-686 288

SUBMARINE PERSONNEL
RESEARCH ON THE DEVELOPMENT OF SHIPBOARD PERFORMANCE MEASURES AND PERFORMANCE JUDGMENTS.
AD-610 489

TRACKING
TRACKING PERFORMANCE AS A FUNCTION OF EXPONENTIAL DELAY AND LEARNING.
AD-609 811

•PERFORMANCE(HUMAN)
ANALYSIS
A THEORY OF ACHIEVEMENT BEHAVIOR,•
AD-732 381

APTITUDE TESTS
TASK PERFORMANCE AS A FUNCTION OF PERCEIVED EFFORT-PERFORMANCE AND PERFORMANCE-REWARD CONTINGENCIES.•
AD-715 436

ATTITUDES
GOALS AND INTENTIONS AS DETERMINANTS OF PERFORMANCE LEVEL, TASK CHOICE AND ATTITUDES.•
AD-646 392

FACTOR ANALYSIS
STUDIES OF COMPONENT-TOTAL TASK RELATIONS: ORDER OF COMPONENT-TOTAL TASK PRACTICE AND TOTAL TASK PREDICTABILITY.•
AD-654 512

GROUP DYNAMICS
HUMAN PERFORMANCE UNDER CONDITIONS OF COLD AND STRESS.

REPORT ON UNIT EFFECTIVENESS.•
AD-649 513

MATHEMATICAL PREDICTION
THE MILITARY EFFECTIVENESS OF NAVY AIRMEN ENLISTEES,•
AD-700 917
REPRINT: INTELLIGENCE PROFILE IN THE PREDICTION OF PSYCHOMOTOR SKILLS, PERSEVERANCE, AND LEADERSHIP.
AD-714 534
PREDICTING HUMAN PERFORMANCE. I. ESTIMATING THE PROBABILITY OF VISUAL DETECTION.•
AD-716 796
ESTIMATION OF VALIDITY IN THE ABSENCE OF A CRITERION.•
AD-716 809

MEASUREMENT
SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE.•
AD-688 180
FACTORS INFLUENCING THE JUDGMENT OF HUMAN PERFORMANCE. THE PREDICTABILITY OF RATINGS AS A FUNCTION OF INTERRATER AGREEMENT: A REPLICATION.•
AD-710 579

ORGANIZATIONS
A RESEARCH CENTER FOR THE STUDY OF ORGANIZATIONAL PERFORMANCE AND HUMAN EFFECTIVENESS.•
AD-734 179

PUBLIC OPINION
REPRINT: VALIDITY OF PEER NOMINATIONS IN PREDICTING A DISTANT PERFORMANCE CRITERION.
AD-634 174

REPORTS
THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS,•
AD-713 608

STATISTICAL DATA
SOME PRELIMINARY RESULTS ON THE PREDICTION OF SECOND-YEAR GRADUATE GRADE-POINT AVERAGES AT THE U. S. NAVAL POSTGRADUATE SCHOOL,•
AD-710 339

WARFARE
DIMENSIONS OF LEADERSHIP IN A SIMULATED COMBAT SITUATION.•
AD-734 325

•PERSONALITY
A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES.
AD-410 775

BEHAVIOR
REPRINT: THE INTERACTION OF PERSONALITY AND INTELLIGENCE IN TASK PERFORMANCE.
AD-662 092

PERCEPTION (PSYCHOLOGY)
COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL COMPLEXITY.
AD-608 435

•PERSONALITY TESTS
OFFICER PERSONNEL
THE DEVELOPMENT OF PERSONALITY TESTS FOR NAVAL OFFICER SELECTION.•
AD-710 023

•PERSONNEL
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS•
AD-265 467

•PERSONNEL MANAGEMENT
MILITARY PSYCHOLOGY
LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES.
AD-617 294

NAVAL PERSONNEL
POST-TRAINING PERFORMANCE CRITERION DEVELOPMENT AND

APPLICATION. FURTHER EXPLORATION AND POINTS-OF-VIEW ANALYSIS OF THE JOB OF THE NAVAL AVIATION ELECTRONICS TECHNICIAN.
AD-604 438

REPORTS
THE UTILITY OF OER WORD PICTURES AS DISCRIMINATORS,•
AD-713 608

•PILOTS
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS•
AD-268 467

PERFORMANCE TESTS
EFFECTS OF TASK LOADING ON PILOT PERFORMANCE DURING SIMULATED LOW-ALTITUDE HIGH-SPEED FLIGHT.
AD-614 243

•PROBABILITY
DECISION MAKING
REPRINT: SUBJECTIVE PROBABILITY REVISION AND SUBSEQUENT DECISIONS.
AD-732 818

•PROGRAMMED INSTRUCTION
EFFECTIVENESS
EVALUATING AN EXPERIMENTAL AUDIO-VISUAL MODULE PROGRAMMED TO TEACH A BASIC ANATOMICAL AND PHYSIOLOGICAL SYSTEM.•
AD-734 030

LEADERSHIP
AUTOMATION OF A PORTION OF NCO LEADERSHIP PREPARATION TRAINING.•
AD-644 771

•PSYCHOLOGY
MEASUREMENT
PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART IV, THE RELIABILITY OF MEASURES.
AD-608 935

•PSYCHOMETRICS
LEADERSHIP IN ARMY INFANTRY PLATOONS: STUDY II•
AD-240 895

AIR FORCE PERSONNEL
DEVELOPING PREDICTORS FOR SELECTING AF WRITERS: I. PRETESTING MEASURES OF ENGLISH USAGE AND MECHANICS.
AD-614 835

ARMY PERSONNEL
FACTOR ANALYSIS OF EXPERIMENTAL NONCOGNITIVE MEASURES OF COMBAT POTENTIAL.
AD-609 032
PERSONALITY-LEADERSHIP CORRELATES OF TRAINFIRE MARKSMANSHIP OF NEW WEST POINT CADETS.
AD-622 296
VALIDATION OF THE COMMANDER'S EVALUATION REPORT AND THE MOS EVALUATION TEST FOR FIELD ARTILLERY CREWMEN MOS CODE 141.6 (13840),•
AD-653 783

AVIATION PERSONNEL
A PSYCHOLOGICAL PROGRAM FOR THE SELECTION AND CLASSIFICATION OF AIR CREWS.
AD-651 778

CORRELATION TECHNIQUES
COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST, FORM X-1 (NAVPERS16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL.
AD-622 215

EFFECTIVENESS
VALIDATION OF EXPERIMENTAL TOOL AND TRADE KNOWLEDGE TESTS.
AD-621 700
AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF

ENLISTED MEN.*
AD-634 825

NAVAL PERSONNEL
PERFORMANCE EVALUATIONS OF ANTARCTIC VOLUNTEERS.
AD-609 546
PERSONNEL SELECTION IN THE NAVY: PROCEEDINGS OF A NAVY-WIDE WORKSHOP, APRIL 67.*
AD-671 792

PERSONALITY
COGNITIVE AND MOTIVATIONAL CHARACTERISTICS ASSOCIATED WITH CONCRETE AND ABSTRACT LEVELS OF CONCEPTUAL COMPLEXITY.
AD-608 435
REPRINT: INTELLIGENCE PROFILE IN THE PREDICTION OF PSYCHOMOTOR SKILLS, PERSEVERANCE, AND LEADERSHIP.
AD-714 534

RELIABILITY
PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART IV, THE RELIABILITY OF MEASURES.
AD-608 935
USE OF CONFIDENCE TESTING IN OBJECTIVE TESTS,*
AD-734 031
AN EVALUATION OF THE FEASIBILITY OF CONFIDENCE TESTING AS A DIAGNOSTIC AID IN TECHNICAL TRAINING.*
AD-734 032

SYNTHESIS
ESTIMATION OF VALIDITY IN THE ABSENCE OF A CRITERION.*
AD-716 809

TEST CONSTRUCTION (PSYCHOLOGY)
PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI. SPECIAL TOPICS.
AD-609 398

*PSYCHOMOTOR TESTS
ARMY PERSONNEL
PRELIMINARY VALIDITY REPORT OF THE MOS EVALUATION TEST FOR TRACK VEHICLE MECHANIC, MOS CODE 63C20,*
AD-659 370

*SELECTION
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS*
AD-265 467

*SOCIAL PSYCHOLOGY
MILITARY PERSONNEL
PSYCHOSOCIAL FACTORS IN MILITARY DEVIANCE.
AD-629 630

*SOCIOMETRICS
MILITARY PERSONNEL
A NOTE ON THE INTERPRETATION OF PSYCHOLOGICAL DISTANCE: ASSUMED SIMILARITY BETWEEN OPPOSITES.
AD-410 775

NAVAL PERSONNEL
SOCIOMETRIC STATUS AND INDIVIDUAL ADJUSTMENT AMONG NAVAL RECRUITS,*
AD-710 926
SOCIOMETRIC STATUS AND ATTITUDE CHARACTERISTICS OF SUCCESSFUL AND UNSUCCESSFUL WAVE RECRUITS.*
AD-816 218

NAVAL TRAINING
REPRINT: CHANGE IN SOCIOMETRIC STATUS DURING MILITARY BASIC TRAINING RELATED TO PERFORMANCE TWO YEARS LATER.
AD-631 980

*SONAR PERSONNEL
NAVAL TRAINING
INFORMATION FEEDBACK: CONTRIBUTIONS TO LEARNING AND PERFORMANCE IN PERCEPTUAL IDENTIFICATION TRAINING.*
AD-733 451

*SPACE CREWS
PHYSIOLOGY

INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT CREWS.
AD-614 316

•SPACE MEDICINE
TELEMETER SYSTEMS
INTEGRATED APPROACH TO EVALUATING THE PERFORMANCE CAPABILITIES AND PHYSIOLOGICAL STATE OF SPACECRAFT CREWS.
AD-614 316

•STATISTICAL DATA
CURVE FITTING
SPANOCONI SPAN OF CONTROL. 2. EFFECT ON RELIABILITY OF FREE AND FORCED DISTRIBUTIONS IN RATING.•
AD-488 615

•STRESS(PSYCHOLOGY)
PSYCHOMETRICS
THE CONSTRUCTION, VALIDATION AND APPLICATION OF A SUBJECTIVE STRESS SCALE.•
AD-489 875

•STUDENTS
ATTITUDES
INFLUENCE OF A CAMPUS ENVIRONMENT ON STUDENT COMMITMENT TO A PARA-MILITARY ORGANIZATION.•
AD-676 286

LEADERSHIP
LEADERSHIP BEHAVIOR OF AIR FORCE ROTC CADETS.•
AD-676 667

•SUBMARINE PERSONNEL
MOTIVATION
CHARACTERISTICS OF THE SUBMARINE LINE OFFICER. II. PATTERNS OF MOTIVATION FOR VOLUNTEERING FOR THE SUBMARINE SERVICE.•
AD-734 119

PERFORMANCE TESTS
RESEARCH ON THE DEVELOPMENT OF SHIPBOARD PERFORMANCE MEASURES AND PERFORMANCE JUDGMENTS.
AD-610 489

PSYCHOMETRICS
AN EVALUATION OF THE PERSONAL INVENTORY AND CERTAIN OTHER MEASURES IN THE PREDICTION OF SUBMARINE OFFICERS' EVALUATIONS OF ENLISTED MEN.•
AD-636 825

SELECTION
RELATIONSHIP OF SCORES ON FORM 3, OFFICER QUALIFICATION TEST, TO GRADES IN THE OFFICERS' SUBMARINE SCHOO, NEW LONDON, CONNECTICUT.
AD-622 186
COMPARISON OF RESULTS OBTAINED ON THE EXPERIMENTAL FORM OF THE OFFICER MECHANICAL APTITUDE TEST, FORM X-1 (NAVPERS16640) WITH (1) RESULTS ON THE OFFICER QUALIFICATION TEST, FORM 3, (NAVPERS-16563) AND (2) GRADES IN SUBMARINE SCHOOL.
AD-622 215
AN EVALUATION OF THE OFFICER CLASSIFICATION TEST AS A DEVICE FOR SELECTING OFFICER CANDIDATES FOR SUBMARINE SCHOOL.•
AD-663 528

•SUPERVISORY PERSONNEL
JOB ANALYSIS
DEVELOPMENT OF A COUNSELING FORM FOR USE BY SUPERVISING OFFICERS.
AD-603 109

MILITARY ORGANIZATIONS
LEADERSHIP ROLE OF MILITARY AND CIVILIAN SUPERVISORS IN A MILITARY SETTING AS PERCEIVED BY SUPERIORS AND SUBORDINATES.
AD-617 294

•TANKS(COMBAT VEHICLES)
SUPERVISORY PERSONNEL
TANK CREW EFFECTIVENESS IN RELATION TO THE SUPERVISORY BEHAVIOR OF THE TANK COMMANDER.•
AD-679 918

•TARGET DISCRIMINATION
VISUAL ACUITY
PREDICTING HUMAN PERFORMANCE. I. ESTIMATING THE PROBABILITY OF VISUAL DETECTION.•
AD-716 796

•TEACHING METHODS
AIR FORCE TRAINING
EVALUATING AN EXPERIMENTAL AUDIO-VISUAL MODULE PROGRAMMED TO TEACH A BASIC ANATOMICAL AND PHYSIOLOGICAL SYSTEM.•
AD-734 030

•TEST CONSTRUCTION (PSYCHOLOGY)
PSYCHOMETRICS
PSYCHOLOGICAL MEASUREMENT AND PREDICTION. PART VI. SPECIAL TOPICS.
AD-609 398

•TEST CONSTRUCTION(PSYCHOLOGY)
THEORY
SYSTEMS OF CONFIDENCE WEIGHTING: THEORY AND PRACTICE,•
AD-688 180

•TRACKING
PERFORMANCE (HUMAN)
TRACKING PERFORMANCE AS A FUNCTION OF EXPONENTIAL DELAY AND LEARNING.
AD-609 811

•TRAINING
SITUATIONAL PROBLEMS FOR LEADERSHIP TRAINING: PART IV. CATEGORIZED BIBLIOGRAPHY OF LEADERSHIP RESEARCH LITERATURE•
AD-256 015
DEVELOPMENT OF EXPERIMENTAL SELECTORS FOR ARMY HELICOPTER PILOT TRAINEES--PERSONALITY CONSTRUCTS•
AD-268 467

AERONAUTICS
HUMAN FACTORS IN AVIATION: SOME RECURRENT PROBLEMS AND NEW APPROACHES,•
AD-656 971

LEADERSHIP
EFFECT ON TRAINING AND EVALUATION OF REVIEW FOR PROFICIENCY TESTING.
AD-607 545

MOTIVATION
THE EFFECTS OF GROUP COMPETITION UPON STUDENT PERFORMANCE,•
AD-672 179

PERFORMANCE TESTS
STUDY OF TRAINING PERFORMANCE EVALUATION TECHNIQUES.
AD-609 605

•TRAINING DEVICES
EFFECTIVENESS
STUDY OF TRAINING PERFORMANCE EVALUATION TECHNIQUES.
AD-609 605

•UNDERWATER DEMOLITION TEAMS
TRAINING
TRAINEE SOURCE AS A PREDICTOR OF UNDERWATER DEMOLITION TEAM SCHOOL PERFORMANCE.•
AD-659 286

•VIETNAM
NAVAL PERSONNEL
THE NAVY ADVISOR PROFILE REPORT,•
AD-732 754

•VOICE COMMUNICATION SYSTEMS
PERFORMANCE(HUMAN)
INCREASING ASW HELICOPTER EFFECTIVENESS THROUGH COMMUNICATIONS TRAINING.•
AD-682 498

•WARFARE
DECISION MAKING
COLLECTED PAPERS PREPARED UNDER WORK UNIT SPANOCON: HUMAN FACTORS INFLUENCING SPAN OF CONTROL WITHIN MILITARY ORGANIZATIONS.•
AD-693 302

UNCLASSIFIED
Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author) DEFENSE DOCUMENTATION CENTER Cameron Station Alexandria, Virginia 22314	2a. REPORT SECURITY CLASSIFICATION UNCLASSIFIED 2b. GROUP

3. REPORT TITLE

SUCCESS PREDICTION

4. DESCRIPTIVE NOTES (Type of report and inclusive dates)
Bibliography (December 1949 - December 1971)

5. AUTHOR(S) (First name, middle initial, last name)

6. REPORT DATE November 1972	7a. TOTAL NO. OF PAGES 186	7b. NO. OF REFS 145

8a. CONTRACT OR GRANT NO.	9a. ORIGINATOR'S REPORT NUMBER(S) DDC-TAS-72-24
b. PROJECT NO.	
c.	9b. OTHER REPORT NO(S) (Any other numbers that may be assigned this report) AD-751 850
d.	

10. DISTRIBUTION STATEMENT

Approved for Public Release; Distribution Unlimited.

11. SUPPLEMENTARY NOTES	12. SPONSORING MILITARY ACTIVITY

13. ABSTRACT

This bibliography contains 145 references to reports on the development of individuals during training; peer evaluations; biographical inventory scores; and the validity of tests which can be used as predictors of success.

Corporate Author-Monitoring Agency and Subject Indexes are included.

DD FORM 1 NOV 65 1473

UNCLASSIFIED
Security Classification

14 KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
*Performance(Human)						
*Bibliographies						
Attitudes						
Correlation Techniques						
Group Dynamics						
Leadership						
Motivation						
Predictions						
Psychometrics						
Sociometrics						
Military Training						
Selection						
Performance Tests						
Military Personnel						
Success						